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# CAUT ACPPU BULLETIN

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Canada's Voice for Academics  
La voix des universitaires du Canada

## Higher Education Leaders, Premiers Push for More Federal Funding

CANADA'S provincial and territorial premiers invited more than 300 stakeholders to a national summit on postsecondary education and skills in Ottawa last month. The summit, called Competing for Tomorrow, was organized by the Council of the Federation of Canada and hosted by Ontario Premier Dalton McGuinty and Quebec Premier Jean Charest.

McGuinty and Charest described the meeting as an opportunity for higher education leaders, including student, college, university, business and labour representatives, to bring their "experience and leadership to the development of a path forward in post-secondary education and training."

Most of the Feb. 24 summit meeting was spent in small discussion groups that considered issues of access, financing, research capacity, labour force participation, skills training and the needs of rural and northern areas. The summit opened with a keynote address by Rajesh Subramaniam, president of FedEx Canada.

CAUT executive director James Turk said the Ottawa meeting was an important event because it gave participants an opportunity to work together to improve the situation.

"The good news is the premiers spoke with one voice about post-secondary education being a top priority for their governments and about the necessity of it being a top priority for the federal government," Turk said after the meeting.

He said summit participants' discussion groups brought forward a number of recommendations on developing a pan-Canadian strategy for post-secondary education. The most widely supported was a demand that the federal government introduce a dedicated transfer for post-secondary education and increase the amount of its cash transfer by \$4.9 billion.



Competing for Tomorrow — Jean Charest & Dalton McGuinty co-hosted a national summit on post-secondary education & skills Feb. 24 that brought together stakeholders from across the sector.

Representatives of provincial academic staff associations included Rick Hudson, president of the Federation of New Brunswick Faculty Associations and executive director Desmond Morley; Fédération Québécoise des Professeurs et Professeurs d'Université president Cécile Sabourin and vice-president Pierre Lebus; Michael Doucet, president of the Ontario Confederation of University Faculty Associations; Paddy Musson, chair of the Ontario

Public Service Employees Union — College Academic Division; Robert Chernomas, president of the Manitoba Organization of Faculty Associations; Peter McCormick, vice-president of the Confederation of Alberta Faculty Associations; Norma Weiland, president of the Confederation of University Faculty Associations of British Columbia and Cindy Oliver, president of the Federation of Post-Secondary Educators of B.C. ■

## Intervenants et politiciens visent les mêmes objectifs

LES premiers ministres des provinces et des territoires ont invité plus de 300 intervenants à un sommet national sur l'éducation postsecondaire et la formation professionnelle qui s'est tenu le mois dernier à Ottawa. Le sommet *Préparer l'avenir* a été organisé par le Conseil de la fédération et accueilli conjointement par le premier ministre de l'Ontario, Dalton McGuinty, et le premier ministre du Québec, Jean Charest.

MM. McGuinty et Charest ont décrit la rencontre comme une occasion pour les chefs de file du secteur, notamment des étudiants, des représentants des établissements d'enseignement collégial, des universités, du monde des affaires et du travail, de mettre en commun leur expérience et leur leadership « afin de contribuer à paver la voie de l'avenir en matière d'éducation postsecondaire et de formation professionnelle ».

Pendant la majeure partie de la rencontre du 24 février, les participants ont pris part à de petits groupes de discussion qui se sont penchés sur divers thèmes : l'accès à l'éducation postsecondaire et à la formation professionnelle, le financement, la capacité de recherche, l'intégration à la population active, l'apprentissage continu et les besoins des régions rurales et du

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## NEWS ACTUALITÉS

### LETTERS

#### Quality as Antidote

Frank Furedi's commentary ("Becoming McUniversities," *Bulletin*, February 2006) easily blames the standardization and homogenization of education in our universities on administrators who "compel" academics to adopt the managerial models and practices associated with McDonald's hamburger chain. "We are increasingly forced," he complains, "to work according to rules and practices that do not derive from academic culture but from a managerial one." Blaming the administration and the pressures of market forces for the deterioration of the university curriculum is a most enjoyable pastime to would-be rebellious academics.

The McDonaldization of our universities is really a symptom of a broader decline in liberal education brought on by the mindless narrowing of courses and programs that has characterized our universities for decades, and by the turning of universities into therapeutic communities dedicated to the promotion of "correct" attitudes about class, race and gender, sensitivity training and a happy-face, Ronald McDonald atmosphere.

Expanding quality courses committed to the pursuit of ideas and truth as goods worthy in themselves is the

best antidote against the conformity of fast food education.

RICARDO DUCHESNE  
Social Science  
University of New Brunswick

#### Equity Diminishes Quality

Michael Manson's assertion in his letter ("Equity Does Not Exclude Quality," *Bulletin*, February 2006) is true enough in a strictly logical sense. But in reality "equity" will have a tendency to diminish quality. Equity considerations bureaucratically handcuff those who attempt to make decisions on the basis of merit. Such considerations will instill enough fear or nervousness in those making decisions that they will tend to go for the decision which would be favoured by the equity activists, rather than risk a nasty and divisive fight.

Equity activists might argue I am unfairly impugning their motivation and their tactics. I would respond that I am being perfectly fair. It all comes down to a matter of trust. If they don't trust others to be unbiased and unprejudiced in making decisions, why should others trust them to be respectful of merit when they oppose those decisions?

ROLF TURNER  
Fredericton, New Brunswick

### La sécurité des biométries en question

Le Commissaire à la vie privée du Canada a ouvert une enquête, de concert avec ses homologues de l'Alberta et de la Colombie-Britannique, en vue de déterminer si le prélèvement de l'empreinte du pouce imposé aux étudiants qui souhaitent subir le test d'admission intitulé *Law School Admission Test (LSAT)* contrevient à la loi.

Administré par le Law School Admission Council (un organisme américain basé en Pennsylvanie), le LSAT est un examen requis pour être admis à un grand nombre de facultés de droit aux États-Unis et au Canada.

Or, des candidats canadiens au test se sont plaints auprès des commissaires à la protection de la vie privée fédérale et provinciaux qu'en vertu de la loi américaine *Patriot Act*, les empreintes digitales de citoyens canadiens ainsi que d'autres renseignements personnels les concernant pourraient se retrouver entre les mains des services d'application de la loi américains.

« Toutes les plaintes déposées portent sur le prélèvement des empreintes digitales », a indiqué récemment Elizabeth Denham, du Commissariat à la protection de la vie privée de l'Alberta, au *Chronicle of Higher Education*.

Les représentants du Law School Admission Council font valoir que le prélèvement de l'empreinte du pouce s'effectue depuis 1973 et que l'organisme n'a jamais reçu de demande de l'empreinte d'un étudiant. L'empreinte est nécessaire, affirment-ils, pour vérifier l'identité des étudiants qui présentent une demande d'admission aux facultés de droit et pour empêcher les étudiants d'avoir recours à des imposteurs pour faire le test à leur place.

La controverse a maintenant attiré l'attention du Conseil des doyens et des doyennes des facultés de droit du Canada (CDFDC).

Selon Nathalie Des Rosiers, présidente du CDFDC et doyenne de la Section de droit civil à l'Université d'Ottawa, « bien que les facultés de droit n'exigent pas toutes le test, bon nombre de doyens et doyennes sont très préoccupés par le prélèvement des empreintes digitales ».

M<sup>me</sup> Des Rosiers est d'avis que la prise d'empreintes digitales par une entité américaine constitue un risque pour la vie privée des étudiants et étudiantes canadiens parce que le *Patriot Act* renferme des dispositions qui autorisent les agences fédérales américaines à recourir à des ordonnances secrètes pour recueillir et conserver des renseignements personnels sans que la personne concernée y consente ou le sache.

De plus, M<sup>me</sup> Des Rosiers s'inquiète qu'il ne soit pas clairement établi si le prélèvement des empreintes digitales comme condition d'admission à des établissements d'enseignement au Canada est légal en vertu de la *Loi sur la protection des renseignements personnels* et les documents électroniques et des lois provinciales correspondantes.

Elle rapporte que le CDFDC a entrepris des discussions avec le Law School Admission Council au sujet de la collecte d'identifiants personnels de sorte à pouvoir trouver des moyens de protéger la vie privée des étudiants et étudiantes canadiens.

« Selon l'issue de ces discussions, certaines facultés de droit pourraient modifier leurs politiques relatives à l'utilisation du test comme condition d'admission », indique M<sup>me</sup> Des Rosiers. ■

## Canada to Investigate Use of Thumbprint for Law School Test

CANADA'S privacy commissioner has launched a joint investigation with its counterparts in Alberta and British Columbia to determine whether the practice of requiring students taking the Law School Admission Test to provide an imprint of their thumb violates the law.

The LSAT is administered by the Pennsylvania-based Law School Admission Council and is required for admission to all American Bar Association-approved law schools and most Canadian law schools.

However, Canadian applicants have complained to federal and provincial privacy commissions that under the USA Patriot Act, thumbprints and other personal information could be passed on to American law enforcement officials.

"All the complaints are about the collection of thumbprints," Elizabeth Denham, of the Office of the Information and Privacy Commissioner of Alberta, told the *Chronicle of Higher Education* recently.

Officials of the Law School Admission Council say thumbprints have been collected since 1973 and the organization has never had a request for a thumbprint of any student. They argue the prints are needed to verify the identity of law school applicants and to prevent students from hiring imposters to take the test on their behalf.

The controversy has now caught the attention of the Council of Canadian Law Deans.

Nathalie Des Rosiers, president of the CCLD and dean of the civil law division at the University of Ottawa, said "although not all Canadian law schools require the LSAT, many deans

are very concerned about the thumbprinting practice."

Des Rosiers added that the collection of thumbprints by an American entity constitutes a privacy risk for Canadian students because the Patriot Act contains provisions that allow U.S. federal agencies to use secret orders to retrieve and retain personal information without the consent or knowledge of the person involved.

In addition to this concern, Des Rosiers also said it's not clear whether asking applicants to submit to fingerprinting in Canada is legal under the Personal Information Protection and Electronic Documents Act and corresponding provincial laws.

She said the CCLD is discussing the practice of collecting personal identifiers with the Law School Admission Council to explore ways to safeguard the privacy of Canadian students.

"Depending on the outcome of these talks and the privacy commissioners' opinions, some law schools could change their policies regarding the use of the LSAT in their admission procedures," Des Rosiers said.

Other observers say the privacy concerns raised by the LSAT and other standardized admission tests extend far beyond the issue of collecting thumbprints.

"While the standardized tests have garnered the lion's share of attention, the schools have been reticent to admit that full student records, including admission information, grades, papers and other evaluations, could conceivably also be made subject to a Patriot Act request," warns Michael Geist, Canada Research Chair of Internet and E-Commerce Law at the University of Ottawa. ■



# COMMENTARY TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Solidarity is Nothing to Fear



By LORETTA CZERNIS

WHY do some people find the word "solidarity" so unnerving? Webster's dictionary defines it as: "The state of being solidly united in support of common interests, rights, etc." One colleague explained that solidarity made him feel uncomfortable because he values his individuality and doesn't like the idea of being overwhelmed by a collective impetus. But he also admitted to never having attended a meeting of his faculty association. I urged him to go to the meetings. Anyone who has ever attended an association meeting quickly discovers that collective interests do exist, that collective rights need protecting and that these benefit many individuals.

Our colleagues in the United States are rarely exposed to expressions of solidarity. As Christopher Hayes of *In These Times* pointed out in an article last month on New

York City's transit strike: "Solidarity is the opposite of news you can use. No wonder the local media missed the real story. It hinged on a concept that is not part of its vocabulary."

Perhaps this is at least in part why so many American college presidents opined so disappointingly in a recent survey of campus executives conducted by the Chronicle of Higher Education. Fifty-three per cent of them said tenure for faculty should be replaced by a system of long-term contracts. Presidents in the survey who had been in their jobs for more than 10 years (27 per cent) preferred contracts to tenure while those reporting from private religious institutions, and those who identified themselves as republicans, said they disliked tenure.

Of course, abolishing tenure would be more cost-effective in the short-term and would lead to greater administrative control. It would also lead to a lower standard of education. Learning can only flourish in a post-secondary environment in which there is freedom.

Freedom of thought is necessary for quality higher education. The tenure system protects freedom of thought in the form of academic freedom. Tenure therefore also protects the reputation of the institution, where administrators also work.

If only the American college presidents who dream of doing away with tenure could think about the long-term well-being of their institutions. Those few American post-secondary institutions fortunate enough to house vital faculty associations constantly remind managers to broaden their perspective.

If we do not want to lose our rights, we need to resist the temptations of American-style individualism, which in reality can only deliver isolation and vulnerability. Our faculty associations are sources of solidarity, providing an alternate perspective to dog-eat-dog commercialism. Our associations are about equality, fairness, academic freedom and justice — the cornerstones of solidarity in an academic setting. They give in a world that is, more and more, all about the take. ■

By THOMAS R. KLASSEN &  
DAVID MACGREGOR

## Challenging Ageism in the Academy

IN December of this year, Ontario will become only the second province in Canada (after Quebec) to banish one of the most disturbing practices of universities — the forced removal of productive and capable faculty members. Mounting opposition at the University of British Columbia, Simon Fraser University and the University of Alberta, among others, suggests mandatory retirement will soon be shelved there also. It is about time.

Mandatory retirement at an arbitrary age is devastating for female faculty who often began their careers later than males and may have had interruptions to raise children. Faculty who arrived in Canada as adults are also disadvantaged by a policy that uses age as a measure of productivity and value to the organization. Both groups have fewer years of service and thus lower pensions, when reaching age 65. They also may be at an earlier stage in their academic careers when retirement is unwanted.

Universities suffer as a result of mandatory retirement policies. Guided by short-term considerations and outdated views, academic administrators do not reckon for the hard-to-measure institutional costs of losing sophisticated and context-dependent intellectual capital of experienced faculty. This loss will be especially severe given the unprecedented dimensions of the coming retirement wave. The Association of Universities and Colleges of Canada estimates about one-third of Canadian university teachers will reach 65 by 2011.

Zealous enforcement of discriminatory retirement policies in an era of resurgent human rights attests to the strength of ageism in Canadian society. To be old is often to be seen as not up-to-date, less productive and suffering from declining skills and motivation. The so-called "graying" of the academy has called forth lamentation and dread, with images of elderly folks shuffling down hallways with old-fashioned attitudes and obsolete knowledge. However, research on veteran American faculty upends negative conceptions of the aged. Late career university teachers were found to be hard-working, loyal to their institutions and to display "a high level of... vitality and productivity... Perhaps not surprisingly, high work satisfaction is the leading reason for faculty to delay retirement."<sup>2</sup>

Fortunately things are changing in Canada, if for no other reason than the unprecedented number of individuals (the baby boomers) reaching middle age, who are coming to realize — if unwillingly, that they will be old in the not-too-distant future. Most want to retire before 65, but they certainly do not

want an employer telling them that they must. After all, this is the generation that fought for equal rights for women and for other groups, like homosexuals. Ontario politicians listened to the huge group of baby-boomers in changing its human rights laws. The 2006 election platforms of both the federal Liberals and Conservatives included a promise to abolish mandatory retirement.

Banning the archaic practice of arbitrary retirement due to age is only a start toward freeing academia from ageist stereotypes. At least four additional steps will ensure this promise becomes reality.

First, specific initiatives are needed to be undertaken to reintegrate faculty involuntarily retired in the past few years back into their departments and academic communities. Faculty associations, administrators and departments must work co-operatively in this effort. The title "emeritus" ought to be given real meaning. Universities should support post-retirement research efforts and travel budgets. To this end, administrators could develop senior scholar/retiree research centres such as those pioneered by the University of Toronto and many universities in the United States. Certainly, academic units should provide an opportunity for emeritus faculty to serve on committees and influence policy. Of course, they must be compensated appropriately for their teaching and other duties and assigned office space.

Second, there is no reason for universities to wait for governments to act. The administration and faculty association at the University of Toronto ended mandatory retirement in advance of the deadline set by the Ontario government. Other Ontario universities are following this example. No university in Canada need have a forced retirement policy. The current laws outside of Ontario and Quebec merely make it legal to do so, and sadly most universities and some faculty associations have embraced the practice. All that is required is for faculty representatives and administrators to agree to change existing policies.

Third, administrators and faculty organizations should review the entire retirement process. The "one size fits all" approach to human resources management is clearly dysfunctional for both sides. A more logical arrangement is to provide a range of flexible retirement options including early, gradual and partial retirement.

Fourth, concrete actions are needed to ensure older faculty members have a home in the academy. When mandatory retirement forces exit at age 65, there is little incentive for those in their 60s to assume

## LE MOT DE LA PRÉSIDENTE

### La solidarité n'a rien de redoutable

Par LORETTA CZERNIS

COMMENT expliquer que des gens puissent trouver le terme « solidarité » aussi déconcertant? Le dictionnaire *Le Grand Larousse* le définit comme le « rapport existant entre des personnes qui, ayant une communauté d'intérêts ou une responsabilité commune, sont liées les unes aux autres. » Un collègue observe que la solidarité le rend mal à l'aise parce qu'il est attaché à son individualité et qu'il n'aime pas l'idée d'être submergé par une impulsion collective. Il reconnaît toutefois n'avoir jamais assisté à une réunion de son association de professeurs. Quiconque a déjà participé à une telle réunion se rend vite compte qu'il existe bel et bien des communautés d'intérêts, que des droits collectifs doivent être effectivement protégés et que le fruit de ces efforts profite à beaucoup de gens.

Nos collègues américains sont rarement mis en présence d'expressions de solidarité. Comme le souligne l'auteur de *In These Times*, Christopher Hayes, dans un article publié le mois dernier sur la grève des transports à New York : « La solidarité ne présente aucun intérêt journalistique. Pas étonnant que les médias locaux passent à côté des véritables nouvelles. La solidarité s'articule autour d'un concept qui ne fait pas partie de leur vocabulaire. »

Cela explique peut-être, en partie du moins, pourquoi tant de recteurs de collèges américains se sont révélés déçus dans une enquête que le *Chronicle of Higher Education* a menée récemment auprès des dirigeants de ces établissements. Cinquante-trois pour cent d'entre eux estiment que la permanence des professeurs devrait être remplacée par un système de contrats à long terme. Les recteurs interrogés qui occupaient leurs fonctions depuis plus de dix ans (27 %) ont dit pré-

### L'individualisme n'apporte qu'isolement et vulnérabilité.

férer les contrats à la permanence, alors que les recteurs d'établissements religieux privés et ceux qui s'identifient comme des républicains se sont dit défavorables à la permanence.

De toute évidence, il serait plus économique de court terme d'abolir la permanence pour exercer ainsi un contrôle administratif plus serré. Mais cela ne manquerait pas de tirer la norme d'éducation vers le bas. L'apprentissage ne peut s'épanouir que dans un environnement postsecondaire où règne la liberté. L'excellence de

l'éducation supérieure est tributaire de la liberté de pensée. Et le système de permanence protège la liberté de pensée sous la forme de la liberté académique. De ce fait, la permanence protège aussi la réputation de l'établissement, où les administrateurs y travaillent également.

Si seulement les recteurs de collèges américains qui rêvent de supprimer la permanence pouvaient penser au bien-être à long terme de leurs établissements. Les quelques institutions postsecondaires américaines qui ont la chance de compter des associations de professeurs dynamiques rappellent constamment aux administrateurs la nécessité d'élargir leurs perspectives.

Afin de ne pas perdre nos droits, nous devons résister aux tentations de l'individualisme à l'américaine qui, en fait, n'apporte qu'isolement et vulnérabilité. Nos associations de professeurs sont des sources de solidarité qui offrent une véritable solution de rechange au mercantilisme implacable. Nos associations misent sur l'égalité, l'équité, la liberté académique et la justice — soit les éléments essentiels de la solidarité dans un milieu académique. Ces valeurs altruistes évoluent dans un monde de plus en plus en proie au bonheur égoïste. ■



# Hear the music?

FROM THE ALPS

to the Himalayas,  
from the Balkans  
to the Rockies,  
maple and  
spruce trees  
grow tall and

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## NEWS

### New CAUT Group on Aboriginal Education

CAUT has created a special working group on aboriginal post-secondary education. The group will advise CAUT about how it can effectively intervene to help ensure Canada's post-secondary educational system meets the needs of First Nations and other aboriginal students.

The working group comprises six members: Jo-ann Archibald, associate dean for indigenous education at the University of British Columbia; Concordia University engineering professor Corinne Mount Pleasant-Jetté; David Newhouse, chair of native studies at Trent University; Charlotte Ross, coordinator of academic programs for aboriginal students at the University of Saskatchewan; Blair Stonechild, interim head of indigenous studies at

First Nations University of Canada, and Wanda Wuttunee, acting head of native studies at the University of Manitoba.

"We are honoured that such a distinguished team of experts on aboriginal post-secondary education has agreed to assist us in outlining a plan," said James Turk, CAUT's executive director.

"CAUT must make access to high-quality and meaningful post-secondary education for Canada's aboriginal peoples a reality. This group has for too long been overlooked."

The working group will begin its deliberations in the coming weeks and will provide advice to the CAUT executive and council. ■

Version française à la page A7.



Clockwise from top left – Jo-ann Archibald, Corinne Mount Pleasant-Jetté, David Newhouse, Charlotte Ross, Blair Stonechild & Wanda Wuttunee.

### Intervenants et politiciens visent les mêmes objectifs

Suite de la PAGE A1

Nord. Après les mots de bienvenue des deux premiers ministres hôtes, le sommet a débuté par l'allocution du conférencier invité Rajesh Subramaniam, président de FedEx Canada.

Le directeur général de l'ACPPU, James Turk, a souligné la grande importance de cet événement grâce auquel les participants ont pu travailler ensemble pour améliorer la situation du secteur.

« La bonne nouvelle, c'est que les premiers ministres ont convenu unanimement de l'importance de placer l'éducation postsecondaire en tête des priorités de leurs gouvernements et de la nécessité pour le gouvernement fédéral de faire de même », a déclaré M. Turk à l'issue de la rencontre.

Et d'ajouter que les participants au sommet ont formulé, à l'issue de leurs groupes de discussion, un certain nombre de recommandations liées à l'élaboration d'une stratégie pancanadienne en matière d'enseignement postsecondaire. La recommandation qui a reçu l'appui le plus important est celle qui appelle le gouvernement fédéral à instituer un paiement de transfert réservé à l'enseignement

postsecondaire et à augmenter le montant de son transfert en espèces de 4,9 milliards de dollars.

Parmi les représentants des associations provinciales de personnel académique figuraient le président ainsi que le directeur exécutif de la Fédération des associations de professeurs et professeurs d'université du Nouveau-Brunswick, Rick Hudson et Desmond Morley; la présidente ainsi que le vice-président de la Fédération québécoise des professeurs et professeurs d'université, Cécile Sabourin et Pierre Leblais; le président de l'Union des associations des professeurs des universités de l'Ontario, Michael Doucet; la présidente de la Division du personnel scolaire des collèges du Syndicat des employés et employées de la fonction publique de l'Ontario, Paddy Musson; le président de la Manitoba Organization of Faculty Associations, Robert Chernomas; le vice-président de la Confédération of Alberta Faculty Associations, Peter McCormick; la présidente de la Confédération of University Faculty Associations of British Columbia, Norma Weiland; et la présidente de la Fédération of Post-Secondary Educators of British Columbia, Cindy Oliver. ■



# BOOKSHELF COIN DES LIVRES

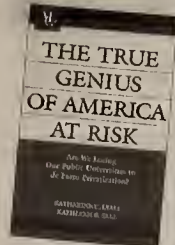
## QUICK PICKS



### The Access Principle: The Case for Open Access to Research and Scholarship

John Willinsky, Cambridge, Massachusetts:  
The MIT Press, 2005; 272 pp; ISBN: 0-262-23242-1,  
hardcover \$34.95 US.

Questions about access to scholarship go back farther than recent debates over subscription prices, rights, and electronic archives suggest. The great libraries of the past – from the fabled collection at Alexandria to the early public libraries of 19th century America – stood as arguments for increasing access. In *The Access Principle*, John Willinsky describes the latest chapter in this ongoing story – online open access publishing by scholarly journals – and makes a case for open access as a public good. A commitment to scholarly work, writes Willinsky, carries with it a responsibility to circulate that work as widely as possible: this is the access principle. In the digital age, that responsibility includes exploring new publishing technologies and economic models to improve access to scholarly work. Wide circulation adds value to published work and it is a significant aspect of its claim to be knowledge. The right to know and the right to be known are inextricably mixed. He describes different types of access and discusses the contradictions of copyright law, the reading of research and the economic viability of open access. He also considers broader themes of public access to knowledge, human rights issues, lessons from publishing history and “epistemological vanities.” The debate over open access, writes Willinsky, raises crucial questions about the place of scholarly work in a larger world and about the future of knowledge.



### The True Genius of America at Risk: Are We Losing Our Public Universities to de Facto Privatization?

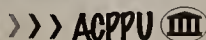
Katharine C. Lyall & Kathleen R. Sell, Westport,  
Connecticut: Praeger Publishers, 2005; 232 pp;  
ISBN: 0-275-98949-6, paper \$44.95 US.

A perfect storm of fiscal and political trends is rapidly forcing the privatization of America's public universities. Unless those who care about preserving these public assets redefine the core purposes of public higher education, college will quickly become a very difficult goal for lower-income citizens to achieve, and the economic future of America will suffer as a consequence. To help avoid this crisis, Lyall and Sell have opened a candid public policy discussion about the future of public universities. This is the only book-length treatment of public higher education finance at the beginning of the 21st century that looks comprehensively at state experiments and dilemmas, and attempts to envision possible future paths. The authors describe market forces that are eroding the traditional partnership between states and public universities, and explain how the search for new revenue sources is refocusing the basic goals of these institutions. Through their focus on the past and future of public higher education, they manage to clarify what has gone wrong and what can be done to save these American institutions. A number of new state experiments in restructuring higher education governance and organization are summarized and used as models in the work. Both economic and political evidence is also summarized for the reader's benefit.

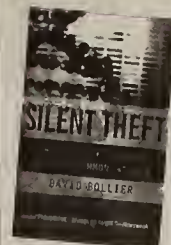
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## Faites don de votre temps. Aidez à lutter contre le stress.

L'ACPPU a lancé récemment une enquête nationale sur le stress professionnel qui lui permettra de cerner les tendances et d'établir des politiques destinées à améliorer les conditions de travail des universitaires canadiens. L'enquête mise en ligne sur le site d'Info-poll porte sur un échantillon de 6 000 universitaires. L'ACPPU recommande vivement à toutes les personnes qui ont été invitées à participer à cette importante enquête de faire don d'un peu de leur temps.



## Captured by Private Interests



### Silent Theft: The Private Plunder of Our Common Wealth

David Bollier, New York: Routledge, 2003; 260 pp; ISBN: 0-4159-4482-1, paper \$19.95 US.

By SAMUEL E. TROSOW

DAVID Bollier's *Silent Theft: The Private Plunder of our Common Wealth* is an important contribution to an understanding of how public assets – resources held for the common good in society – are increasingly being appropriated by the private sector. Using the notion of the commons as an organizing metaphor, Bollier weaves together a diverse set of examples from the physical environment, agriculture, computer programming, university research, culture and publishing to present a coherent analysis of the erosion of gift economies in the face of private enclosures.

While Bollier provides a critique of how market values have eroded the commons in various sectors, he also notes he is not hostile to the notion of markets as such. He argues that “the issue is not market versus commons [but rather] is how to set equitable and appropriate boundaries between the two realms” (p. 4) and asks “what kind of rapprochement the market and the commons can negotiate.” (p. 44)

However, Bollier ultimately fails to justify this notion of rapprochement, indeed the arguments he presents consistently seem to undermine this approach. As well, the book is firmly rooted in an American perspective. With the exception of a brief discussion about the privatization of water (where he relies heavily on the work of Maude Barlow) there is no mention of Canada or Canadian perspectives. Even so, the work is relevant to a Canadian audience, since much of his subject matter is generalizable across borders.

Bollier organizes the book into three sections. In the first part he sets out his terminology and defines his concepts, such as the commons, the gift economy and the dynamic of market enclosures. These concepts are applied in the second part to a wide range of settings, including “the exploitation of nature, the abuse of federal lands, the privatization of the Internet, the overmarketization of knowledge and creative expression, the corporatization of academic research, the

giveaway of the public airwaves and the commercialization of public spaces and institutions.” (p. 9) In the final section, he sets forth his recommendations on what can be done to reclaim the commons and protect it from further enclosure.

One theme that runs consistently throughout most of the chapters is the importance of the recent expansionary tendencies in intellectual property laws. While Bollier does not present much detail about legal doctrines contained in copyright, patent and trademarks laws, he does provide examples of how they have become overreaching and enable the process of enclosure of the various realms of commons. While there are some significant differences between Canadian and U.S. intellectual property laws most of the examples based on American laws seem generalizable across borders. In those areas where Canadian intellectual property laws diverge from those of the U.S., Canadian policy makers are under increasing pressure to conform to the U.S. model, so many of the author's arguments are relevant to ongoing policy debates here.

Bollier raises a crucial question that goes to the heart of the current controversies over intellectual property policy: “Is the Western system of intellectual property rights the most effective and sustainable way to promote innovation, or do the cooperative regimes of indigenous cultures have some lessons to teach the market-driven First World?” (p. 79)

Of particular interest to academics is the chapter entitled “Enclosing the Academic Commons.” While Bollier talks specifically about the Bayh-Dole Act of 1980, which led to the further commercialization of university research, this chapter seems particularly applicable to developments in Canadian universities over the past decade. Bollier argues that while the university has historically been seen as a commons rooted in the values of gift-exchange, “[t]he corporate invasion of university life over the past twenty years is calling into question this proud legacy.” (p. 137)

See SILENT THEFT Page A6



## Canadian eLearning Study Seeks Participants L'Étude canadienne sur le cyber-apprentissage recherche des participants

The AdaptTech Research Network continues Canada's first study examining the accessibility of elearning to college and university students with disabilities, including students with learning disabilities.

For the purposes of this study, elearning refers to the range of information and communication technologies that professors use when teaching their courses entirely in the classroom, entirely online, or a combination of both. Examples include: PowerPoint in the classroom, online tests, CD-ROMs, and WebCT. Accessibility refers to the ability of learners, regardless of their disability, to easily and independently use elearning. For some learners, this may require the use of adaptive technology (e.g., software that reads what is on the screen).

We are looking for college and university professors who have taught at least one student with a disability during the last three years in a course where they used some form of elearning.

The online survey is confidential and lasts approximately 20 minutes. To participate go to [www.adapttech.org/elearning](http://www.adapttech.org/elearning). Send questions to [elearning@adapttech.org](mailto:elearning@adapttech.org).

This study is part of the Disability and Information Technologies Research Alliance and is funded by the Social Sciences and Humanities Research Council of Canada (SSHRC).

Le Réseau de Recherche AdaptTech poursuit la première étude canadienne examinant l'accessibilité du cyber-apprentissage pour les étudiant(e)s ayant des incapacités, y compris les étudiants ayant des troubles d'apprentissage, dans les collèges et universités du Canada.

Pour les fins de cette étude, le terme « cyber-apprentissage » se réfère à la gamme entière des technologies informatiques et des technologies de communication que les professeurs emploient lorsqu'ils enseignent leur cours exclusivement dans une salle de classe, dans un environnement virtuel ou en combinant les deux modes d'enseignement. Le cyber-apprentissage comprend, entre autres, l'enseignement utilisant le logiciel PowerPoint en classe, les tests en ligne, les CD-ROM de formation et le WebCT. Le terme « accessibilité » se définit comme étant l'habileté d'une personne, peu importe son type d'incapacité, à aisément utiliser le cyber-apprentissage d'une manière indépendante. Pour certaines personnes, ceci peut nécessiter l'utilisation de technologies adaptées (ex. : un logiciel qui lit ce qui apparaît à l'écran).

Nous sommes à la recherche de professeurs de collège ou d'université ayant enseigné au moins un cours en utilisant le cyber-apprentissage au cours des trois dernières années et dans lequel il y avait au moins un(e) étudiant(e) ayant des incapacités.

Ce questionnaire en ligne est confidentiel et prend environ 20 minutes à compléter. Pour participer à cette étude, cliquez sur [www.adapttech.org/elearning](http://www.adapttech.org/elearning). Pour de plus amples informations, envoyez un courriel à l'adresse suivante : [elearning@adapttech.org](mailto:elearning@adapttech.org).

La présente étude est une initiative de l'Alliance de recherche sur les incapacités et les technologies d'apprentissage (Disability and Information Technologies Research Alliance). Elle est subventionnée par le Conseil de recherche en sciences humaines du Canada (CRSH).



## CAUT Distinguished Academic AWARD

The CAUT Distinguished Academic Award recognizes an academic who has excelled in each of the three principal aspects of academic life: teaching, research and service to the institution and to the community. The recipient will be an individual whose teaching, research and service has contributed significantly to the lives of students, to their institution, to their field of study and to the community. The award is given annually.

Nominations for the award may be submitted by individuals, member associations or others. Deadline for nominations is June 15, 2006.

Nominators should submit a letter explaining the rationale for the nomination and give detailed information on the nominee's record in teaching, research and service, and also include documentation that would help the jury in its decision making.

Nominations will be adjudicated by a jury of the most recent former presidents of CAUT. The jury's recommendation will be made to the full Council for approval.

The award will be presented at the spring CAUT Council meeting. The recipient will be invited to give an address to Council. The address will be subsequently published by CAUT. The recipient will receive a \$1,000 honorarium with the award.

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Les candidatures peuvent être soumises par toute personne, association membre ou autre partie intéressée. La date limite pour le dépôt des candidatures est le 15 juin 2006.

Les auteurs d'une proposition de candidature doivent joindre au dossier une lettre qui justifie la candidature ainsi qu'une description détaillée des activités et réalisations de la personne proposée dans les domaines de l'enseignement, de la recherche et des services, et doivent aussi inclure les documents qui pourraient aider le jury dans sa prise de décisions.

Les candidatures seront évaluées par un jury formé des plus récents anciens présidents de l'ACPPU. La recommandation du jury sera soumise à l'approbation du Conseil à son assemblée d'automne. Le prix sera remis lors de l'assemblée printanière du Conseil de l'ACPPU. Le lauréat ou la lauréate sera invité(e) à prononcer devant le Conseil une allocution que l'ACPPU publiera par la suite. Il ou elle recevra des honoraires de mille dollars en plus du prix.

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## NEWS ACTUALITÉS

### Les syndicats dénoncent le « choix du contrat de travail » à Ballarat

Les syndicats australiens du secteur de l'enseignement supérieur sont unanimes à condamner la décision prise par l'Université de Ballarat d'exiger, comme condition d'embauche, de tous les nouveaux employés qu'ils souscrivent un contrat de travail individuel.

Cette mesure intervient six mois seulement après que le gouvernement australien a instauré une nouvelle réforme controversée des relations du travail qui oblige les universités à offrir à leur personnel le choix d'accepter un contrat de travail individuel — appelé « Australian Workplace Agreement » — ou d'être lié par une convention collective négociée.

Selon les critiques, la décision de l'Université de Ballarat montre bien que la réforme a pour objet véritable d'ébranler le processus de négociation collective.

« Cela met en évidence le vrai plan du gouvernement qui est de permettre aux employeurs de retirer aux travailleurs le droit de négocier collectivement et de les forcer à passer des contrats individuels qui réduisent leurs salaires et leurs conditions », affirme Sharan Burrow, présidente de l'Australian Council of

Trade Unions. L'intention n'est pas d'offrir de meilleurs choix aux employés, mais plutôt de leur laisser un seul choix : accepter ce que leur offre l'employeur s'ils veulent obtenir l'emploi. »

Les contrats individuels que les employés de Ballarat devront signer les dépouilleront de leurs droits de travailleurs clés, soutient Matthew McGowan, secrétaire de division du syndicat australien National Tertiary Education Union.

« Ces contrats élimineront d'importantes conditions de travail. Et l'absence de négociation rend tout choix impossible », ajoute-t-il.

M. McGowan fait également observer que l'annonce de l'université fait une parodie des arguments que présente le gouvernement, qui veut laisser aux employés des universités le « véritable choix » du type de contrat de travail qu'ils souhaitent passer.

« Comme Ballarat est la seule université publique qui obligera ses futurs employés à signer des contrats individuels, l'administration confiera l'établissement au rang d'employeur de dernier choix dans le secteur de l'enseignement supérieur », conclut-il.

L'ACPPU a condamné officiel-

lement la décision de Ballarat et dénoncé la mesure de l'administration comme étant une atteinte aux normes de travail fondamentales et généralement reconnues à l'échelle internationale.

Dans une lettre adressée au chancelier et au vice-chancelier de Ballarat, Loretta Czernis et James Turk, respectivement présidente et directeur général de l'ACPPU, mettent en garde que la mesure de l'administration aura des répercussions internationales.

« Votre décision nous donne à entendre, ici au Canada comme dans l'ensemble de la communauté universitaire internationale, que l'Université de Ballarat ne respecte pas les droits fondamentaux inhérents à l'emploi et à la présence universitaire de ses employés », ont-ils écrit. « Cela aura de graves répercussions sur la capacité de votre établissement à recruter et à fidéliser des employés compétents à un moment où s'intensifie la concurrence que se livrent les employeurs pour recruter du personnel dans le monde entier. » ■

Traduit de l'article « Unions Condemn Ballarat's 'Work Choices' » (Bulletin de l'ACPPU, février 2006).

### Challenging Ageism in the Academy

ES From PAGE A3

administrative positions that they will not be able to complete. Concomitantly, there is reduced motivation to apply for, or commence, multi-year research projects. Under conditions of mandated retirement, academics may slow down as future opportunities are closed off.

Once forced retirement is removed, professors over 60 will have the option of catching their second wind and moving into new vistas of research. However, this will not happen automatically, especially since for decades the message for academics has been that new research projects were reserved for younger faculty. University administrations and faculty associations must fashion research programs and supports targeted to senior faculty.

It is only when ageist policies are rooted out and stereotypical attitudes challenged that a vibrant, diverse and innovative academy can come into existence. ■

1. AUCC, Trends in Higher Education, 2002, p. 22.

2. Jerry Berberet, Carol J. Bland, Betsy E. Brown & Kelly R. Risbey, "Late career faculty perceptions: Implications for retirement planning and policymaking," Research Dialogue, no. 84, TIAA-CREF Institute, June 2005, pp. 5, 7.

Thomas R. Klassen is associate professor and co-ordinator of the public policy and administration program in political science at York University. Contact Klassen at tklassen@yorku.ca. David MacGregor is professor and chair of sociology at King's University College at the University of Western Ontario. Contact MacGregor at mcgregor@uwo.ca. Klassen and MacGregor, along with C. T. Gillin, are co-editors of *Time's Up!*, a CAUT series title published last year by James Lorimer & Company.

The views expressed are those of the authors and not necessarily CAUT.

### Silent Theft

ES From PAGE A5

He describes the "sweeping privatization of publicly-funded knowledge, a ceding of research agendas to the private sector and an erosion of public confidence in the independence of university research" (p. 139). His observation that "[w]hat may be most disturbing is how university administrators have so thoroughly internalized market values into their management outlooks" (p. 146) seems equally evident in Canada.

Bollier is senior fellow at the Norman Lear Center at the University of Southern California's Annenberg School for Communications and co-founder of Public Knowledge, a public policy advocacy group based in Washington, D.C. On his web site

[www.bollier.org](http://www.bollier.org) he describes himself as "an independent policy strategist, journalist, activist and consultant with an evolving public-interest portfolio [whose] work tends to focus on... reclaiming the American commons, understanding how digital technologies are changing democratic culture, fighting the excesses of intellectual property law, fortifying consumer rights and promoting citizen action." All of these attributes are well represented throughout the pages of *Silent Theft*, a book that should be held by every academic library. ■

Samuel E. Trosow is an assistant professor in the faculties of law and information & media studies at the University of Western Ontario.

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## NEWS

## CAUT Names New Professional Officer

KERRY Pither recently joined the professional staff of CAUT's research and communications group.

A seasoned communications professional, Pither brings more than 15 years of media and public relations experience to the organization. In her new position, she will develop stories on a monthly basis for print news, CAUT's web site and other publications and be responsible for the organization of conferences and workshops and the planning and implementation of public awareness campaigns.

She joins CAUT from the Solidarity Network where she managed networkwide media events for seven years and most recently served as co-ordinator for the Maher Arar inquiry intervenors. Prior to that, she worked as a researcher for the Canadian Union of Postal Workers and volunteered as an organizer with the East Timor Alert Network. She earned a bachelor's degree, *summa cum laude*, in communication from the University of Ottawa.

"Kerry will bring a wonderful



blend of skills, developed in the labour and social justice movements, and a high level of energy and professionalism," said David Robinson, associate executive director of research and advocacy, to whom Pither reports.

"Kerry is known for her expertise in handling challenging situations and for her diplomacy," he continued. "Her relationship with major media outlets and organizing experience will serve us well." ■

## Un plan d'action pour les étudiants autochtones

L'ACPPU a créé un groupe d'étude spécial sur l'éducation postsecondaire des Autochtones qui sera chargé de conseiller l'ACPPU sur la façon dont celle-ci peut intervenir efficacement pour veiller à ce que le système d'éducation postsecondaire du Canada réponde aux besoins des étudiants autochtones et des Premières nations.

Le groupe d'étude est formé de six membres : Jo-ann Archibald, doyenne associée de l'éducation autochtone à l'Université de la Colombie-Britannique; Corinne Mount Pleasant-Jetté, professeure de génie à l'Université Concordia; David Newhouse, chaire des études autochtones à l'Université Trent; Charlotte Ross, coordonnatrice des programmes académiques pour les étudiants autochtones à l'Université de la Saskatchewan; Blair Stonechild, chef intérimaire du département des études autochtones à l'Université

des Premières nations du Canada; et Wanda Wuitunee, chef suppléante du département des études autochtones à l'Université du Manitoba.

« Nous sommes honorés qu'une telle équipe d'éminents spécialistes de l'éducation postsecondaire des Autochtones ait accepté de participer avec nous à l'établissement d'un plan d'action », a déclaré le directeur général de l'ACPPU, James Turk. « L'ACPPU doit donner corps et réalité à l'accès des peuples autochtones du Canada à une éducation postsecondaire valable et de qualité. Ces peuples ont été oubliés pendant trop longtemps. »

Le groupe d'étude amorcera ses travaux dans les prochaines semaines et fournira des conseils au Comité de direction et au Conseil de l'ACPPU. ■

English on page A4.

## Une nouvelle agente professionnelle à l'ACPPU

KERRY Pither s'est récemment jointe à l'équipe de professionnels du groupe de la recherche et des communications de l'ACPPU.

En tant que professionnelle chevronnée des communications, M<sup>me</sup> Pither mettra à contribution au sein de l'association plus de quinze années d'expérience en relations publiques et médias. Dans son nouveau poste, elle sera appelée à rédiger tous les mois des communiqués et des articles pour la presse écrite, le site web et les autres publications de l'ACPPU; elle sera également chargée de l'organisation des conférences et des ateliers ainsi que de la planification et de la mise en œuvre des

campagnes de sensibilisation du public.

Avant d'entrer en fonctions à l'ACPPU, M<sup>me</sup> Pither a travaillé au Réseau de solidarité où elle a géré les événements médiatiques pendant sept ans et, tout récemment, elle a été coordonnatrice des interventions auprès de la commission d'enquête relative à Maher Arar. Auparavant, elle a été recherchiste auprès du Syndicat des travailleurs et travailleuses des postes et organisatrice bénévole pour le Réseau d'alerte sur le Timor oriental. Elle est titulaire d'un baccalauréat en communications avec très grande distinction de l'Université d'Ottawa. ■

# Support Academic Freedom

"Academic freedom is the glue that holds the university together, the principle that protects its educational mission ... it is the principle that affirms there are no limits to what subjects and issues educational institutions may study, investigate, debate and discuss."

— Cary Nelson & Stephen Watt, *Academic Keywords* (p. 22)

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# CAREERS CARRIÈRES

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## A

**■ ACCOUNTING (DIRECTOR)** — University of Waterloo. The School of Accountancy at the University of Waterloo, Canada, invites nominations and applications for the position of Director, effective July 1, 2006. The successful candidate will help the School to reach a new level of excellence in research and to build relationships in the broader corporate community, while maintaining its tradition of outstanding teaching. Candidates should be proven leaders in a professional, corporate, or academic setting, committed to transparency and inclusivity, and have strong interpersonal, communication, and motivational skills. Other desirable attributes include a commitment to professional education, knowledge of university culture, administrative competence, and a successful record of scholarship. The School is a Canadian leader in accounting education and research, with a record of service to the profession and academia. The School's scope is expanding, with new programs in financial management, computing and finance, and information systems assurance. Applications to our undergraduate cooperative education programs exceed 2,000 for approximately 215 places. The School also has highly successful Master's of Accounting, Taxation, and Finance programs, and a doctoral program that has produced outstanding accounting PhDs. New premises are scheduled for completion in 2007. More details about the University, the School, and the position are available from: accounting.uwaterloo.ca. The Selection Committee will begin reviewing applications immediately.

Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Send applications or nominations in confidence to: Professor R. Kerton, Dean, Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 746-4147. For other communications, please contact: Brenda Smith-Smith @uwaterloo.ca.

**■ AMERICAN LITERATURE** — Université Laval. The Department des Littératures invites applications for an open rank tenure-stream position of Professor in American literature. Responsibilities: Teaching (in English) at the undergraduate, Master's, and doctoral levels in the field of American literature; Direction of Master's theses and doctoral dissertations; Pursuit of research activities in the administration of programs related to the teaching of English literature; Participation in departmental and university activities. Selection Criteria: Doctorate in English literature (or the equivalent) with specialization in American literature. A strong record of research in American literature (specialty in twentieth-century preferred); Relevant publications; University teaching experience; Good working knowledge of French and perfect mastery of oral and written English; Aptitude for working in team situations; Sensitivity to the particular requirements of teaching in a second language environment; An interest in comparative literature would be an asset. An interest in

teaching composition from a literary point of view would be an asset. Starting date for the position: July 1, 2006. Please forward a letter of application, a curriculum vitae, and three letters of reference by March 31, 2006 to Monsieur Arban Boudou, directeur, Département des Littératures, Pavillon Chénier, De Koninck, Université Laval, Québec, QC, G1K 7P4. Under the terms of its Programme d'accès à l'égalité, Université Laval is dedicated to filling half of its vacant positions with female candidates. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

**■ ANTHROPOLOGY** — McGill University. The Department of Social Studies of Medicine, in connection with the Department of Anthropology, invites applications for a tenure track position at the rank of assistant professor to commence 1 January 2007. The successful candidate will be appointed primarily in the Faculty of Medicine (Social Studies of Medicine) but is expected to obtain a joint appointment in the Faculty of Arts (Department of Anthropology). We seek a social or cultural anthropologist with significant publications and current research interests in one or more of the following fields: the anthropology of biomedical science, epistemic and material cultures of medical science research, epistemic and material cultures of clinical science, science and technology studies, science policy, geographical areas open. The Department of Social Studies of Medicine is a multidisciplinary department (anthropology, history, sociology). Teaching responsibilities will include primarily undergraduate and graduate courses in the Department of Anthropology (cross-listed in

Social Studies of Medicine) and some teaching in the Faculty of Medicine. The language of instruction at McGill University is English; competence in French is desirable but not required. Priority will be given to applications received by 30 April 2006; the review of applications will continue until 31 May 2006. PhD at the time of application is required, postdoctoral experience and a substantial set of publications are a major asset. Applicants should send a curriculum vitae; a cover letter that indicates completed research, current research program, and teaching experience; copies of up to three publications representing the applicant's current research and the names, addresses, e-mail coordinates, and phone numbers of three references. Applications should be sent to Search Committee, Social Studies of Medicine, McGill University, 3647 Peel St., Montreal, QC, H3A 1X1, Canada. McGill University is committed to academic excellence and scholarly achievement, and all qualified candidates are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

**■ ANTHROPOLOGY** — Saint Mary's University. The Department of Anthropology at Saint Mary's University seeks to make a contractually limited appointment in the subfield of Archaeology. This appointment is for a full-time position and will be filled as a seasonal appointment at the rank of Lecturer or Assistant Professor. Applicants should have a PhD (or be near completion), preference will be given to candidates with teaching experience for courses such as our Introduction to Archaeology, Prehistory of Canada,

World Prehistory and Method and Theory in Historical Archaeology. To obtain more information about our university and department please visit our web site at [www.stmarys.ca](http://www.stmarys.ca). Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness and a statement on teaching, graduate school transcripts, and the names of three referees, and any other material they deem relevant. The above documents should be sent to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis, monica.lewis@smu.ca. Applications will be considered until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

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## momentum

At 39 going on 40, the University of Calgary is hitting its stride - nearly 30,000 students, 110,000 alumni, 16 faculties, 53 departments and more than 30 research institutes and centres. Campus Calgary Digital Library, ISEEE (the Institute for Sustainable Energy, Environment and Economy), Urban Campus and our Faculty of Veterinary Medicine secure our position as a leader in North America's research community.

SCHULICH  
School of Engineering



## Dean, Schulich School of Engineering

The University of Calgary invites nominations and applications for the position of Dean of the Schulich School of Engineering.

The Schulich School is a fast growing, dynamic engineering school, and the only named engineering faculty in Canada. Our growth plans are aggressive, targeting two-thirds growth within 10 years. And we have the momentum, funding and conditions to achieve them.

The School is located in Calgary, Canada's most vibrant city, minutes from the pristine Rocky Mountains. The city is home to more professional engineers per capita than any other in the world. The School houses 167 professors with 30 research chairs. Undergraduate enrolment is over 2500, graduate enrolment is over 900. With our recent \$50 million endowment - \$25 million from Seymour Schulich and a matching contribution from the government of Alberta - we are poised to become the nation's flagship engineering school and a global leader.

Reporting directly to the Provost, the Dean of Engineering is the academic leader of the School and a member of the University's senior leadership team. We seek a vibrant, strategic and talented academic administrator with a passionate commitment to teaching, research and service. The successful candidate will have an impressive scholarly background and an ability to engage internal and external stakeholders in support of the School.

Additional details about the Schulich School of Engineering can be found at [schulich.ucalgary.ca/](http://schulich.ucalgary.ca/)

Applications must be accompanied by a curriculum vitae, a brief statement of interest and the names of three references. Consideration of applicants begins March 1, 2006 for a renewable five-year term commencing July 1, 2006.

Individuals may apply, nominate or express interest by contacting:  
Advisory Selection Committee, Dean of Engineering, c/o President's Office,  
University of Calgary, 2500 University Drive NW, Calgary, AB, Canada T2N 1N4

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# CAREERS CARRIÈRES

**■ ARCHITECTURE** — Carleton University. Applications are invited for a tenure-track position in the School of Architecture at the rank of Assistant Professor to commence July 1, 2006. Candidates must have a professional degree in architecture, a professional registration, and a PhD degree in either architecture or a closely related field. Applicants will be expected to demonstrate a high level of a demonstrated ability in teaching, research, built projects and publications. Individuals involved in architectural theory and practice of construction, of the history, theory and practice of urbanism, and of the history, theory and practice of architecture are encouraged to apply. When hired, the new faculty member will offer one Design Studio and one course per term. Course offerings will draw from ones of academic and professional expertise and will enhance the existing curriculum. He/She will also guide these work as a professional and post-professional March and will engage in funded architectural research. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor, and be able to attract funding to support independent research programs yielding high-quality peer-reviewed publications. Applications must include a curriculum vitae, names and addresses of three references, a short statement on research objectives, and a portfolio with examples of both personal design work and students' studio work. Candidates must also provide a description of at least one non-studio course they currently teach and intend to develop. The successful candidate will articulate clearly pedagogical intentions for the course(s) and include a detailed syllabus. Candidates are asked to provide a brief description of how this course offering will contribute to the curriculum of the School of Architecture. Carleton's four-year undergraduate programme leads to a Bachelor of Architectural Studies (BAS) degree and strives to achieve a balanced architectural education by providing a strong foundation in theoretical and technical foundation. At the graduate level, Carleton offers a 2-year MARCH (Building on the 4-year BAS or equivalent) and a 1.5-year research-based postgraduate Master of Architecture (MArch) degree in the areas of Culture and Technology. The successful candidate will play a leadership role in both the BAS and MARCH programs. Carleton University presents opportunities for collaborative research and graduate student supervision within the Faculty of Engineering and Design and with other on-campus units. In addition, Carleton University is at the heart of the National Capital Region, and offers collaborative research opportunities with agencies such as the National Research Council, the Canadian Mortgage and Housing Corporation, the National Capital Commission and CARE Canada. Furthermore, Ottawa is home to numerous cultural institutions including the National Museum and the Aga Khan's Centre for Islamic Arts. Applications should be sent to: Dr. Marco Frascara, Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6; Telephone: (513) 520-2861; Fax: (513) 520-2849. Information on the School and its programs can be found on the School's Web site: <http://www.arch.carleton.ca>. Application deadline is March 15, 2006. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## B

**■ BIOLOGY** — Saint Mary's University. Saint Mary's University invites applications for a Tenure-Track Assistant Professor position commencing July 1st, 2006 (subject to final budgetary approval) that will involve a cross-appointment between the Biology Department and the Forensic Science Program. Preference will be given to Molecular Biologists with experience in DNA analysis, genomics, bioinformatics or in other areas relevant to Forensic Science. Applicants must possess a PhD. Evidence of excellence in research and teaching and/or postdoctoral experience is desirable. The successful candidate will be expected to contribute significantly to the diploma program in Forensic Science and to develop an externally-funded research program and supervise honours and/or graduate students. The Biology Department has a young, research-oriented faculty, while Forensic Science is a well-established undergraduate program, supported by the RCMP. The department trains graduate students via the MSc in Applied Science Program and has upgraded its infrastructure via six successful CFI (Canadian Foundation for Innovation) applications. Furthermore, a major extension and renovation of the Science Building is underway. Details of departmental interests and activities can be found at: <http://www.stmarys.ca/academic/science/biology/> or <http://www.stmarys.ca/academic/science/forensics/> website.html. Applications should include a curriculum vitae, a proposed research programme, preferably using the NSERC Discovery Grant or similar format, copies of reprints, and other relevant documents and the names and addresses of three persons willing to provide a reference. Applications should be sent to: Dr. M. Langham, Chair, Biology Department, Saint Mary's University, 923 Roblin Street, Halifax, Nova Scotia, B3H 3C3, by April 13th, 2006. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

**■ BIOLOGY (ENVIRONMENTAL MICROBIOLOGY)** — University of Waterloo. The Department of Biology at the University of Waterloo invites applications for a tenure track position at the Assistant or Associate Professor level in Environmental Microbiology. The Department of Biology is strongly committed to excellence in research, and both undergraduate and graduate teaching. Applicants must have a PhD, and will likely have post-doctoral experience and be expected to establish an active externally-

funded research program. We are interested in candidates with a strong background in yeast, environmental Microbiology who use molecular, genomic and/or biochemical approaches in their research. Candidates should be committed to both enthusiastic teaching and innovative research. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names and addresses of three individuals willing to furnish letters of reference, and a short statement on their proposed research program to: The Chair, Department of Biology, University of Waterloo, 200 Zoo Building, Waterloo, Ontario, Canada, N2L 3G1. This information may also be sent to: Ms. Gini VanRoth, Secretary to the Chair in Biology at [gvroth@uwaterloo.ca](mailto:gvroth@uwaterloo.ca). The closing date for applications is March 15, 2006. Ideally, the successful applicant will start between September 2006 and January 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. We also encourage applicants who have had career delays associated with family responsibilities. Additional information about the Department is available at: <http://www.science.uwaterloo.ca/departments/biology/index.html>.

**■ BIOLOGY/PHYSICS** — University of Waterloo. The Departments of Physics and Biology at the University of Waterloo are seeking to nominate a candidate for a Natural Sciences and Engineering Research Council of Canada (NSERC) University Faculty Award (UFA) for the Fall 2006 competition. These awards are directed toward women and aboriginals in science and engineering (see [http://www.nserc.ca/guide/s/3g\\_e.htm](http://www.nserc.ca/guide/s/3g_e.htm)). A successful candidate will be appointed as a regular tenure-track faculty member at the Assistant Professor level jointly in both departments, starting July 1, 2007. Applicants whose research lies broadly within the area of biophysics will be considered. Applicants must have a PhD degree and a proven research record, normally including postdoctoral experience. The chosen candidate is expected to develop an innovative, externally-funded research program as well as be committed to excellent teaching at both the undergraduate and graduate levels. We also encourage applicants who have had career delays associated with family responsibilities. Inquiries and applications should be directed to Biology/Physics UFA Search, Robert Mery, Chair, Department of Physics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (1-2 pages in length), a short statement of teaching interests and three letters of recommendation before May 1, 2006. In exceptional circumstances a second appointment may be possible. Additional information concerning the Departments of Biology and Physics can be found at <http://www.science.uwaterloo.ca/biology> and <http://www.science.uwaterloo.ca/physics>. With UFA requirements, this position is available only to Canadian citizens and permanent residents of Canada. Screening of applications will commence on May 1, 2006.

## C

**■ CHEMICAL & MATERIALS ENGINEERING** — University of Alberta. The Department of Chemical and Materials Engineering invites applications for the position of Research Associate in materials engineering. This position requires active involvement in both the execution of specific research projects and some supervision of more junior researchers and teaching. There will be extensive use of conventional (CTEM) and high resolution transmission electron microscopy (HRTEM) towards the elucidation of microstructure-mechanical properties in thin films and bulk alloys. The nominal teaching expectations for the position is a total of two undergraduate courses per year and will be within the materials engineering courses offered by the Department of Chemical & Materials Engineering. The successful candidate will have a PhD in Materials Engineering or related area. Salary, together with the standard benefit package, will be determined based on the successful applicant's experience and education. This is a term position, from May 1, 2006-April 30, 2007. The position may be extended based on performance and funding availability. The Department of Chemical & Materials Engineering at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is 38, with approximately 180 graduate students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational fluid dynamics, reaction engineering and catalysis, process systems engineering and non-hydrogen fuel cells. Please send your curriculum vitae, the names and addresses of three references, copies of three publications representative of your research,

and any other supporting documentation by March 31, 2006 to: Dr. Melvin, Chemical & Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8. Email: [dmelvin@ualberta.ca](mailto:dmelvin@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

**■ CHEMICAL ENGINEERING** — University of Waterloo. The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant, Associate, or Full Professor. Applicants are invited from excellent candidates in the area of Industrial Biotechnology and Biochemical Engineering,

with expertise in one or more areas of: bioprocess design and development, scale-up, bioprocesses, biopharmaceutical or bioproduct manufacturing and validation, metabolic engineering, and quantitative analysis of biological systems (mathematical tools for computation and modeling). The University of Waterloo is a member of the Canadian Cell-Factor Bioprocessing Research Network ([www.celnet.ca](http://www.celnet.ca)), and the successful applicant will be encouraged to participate and provide input to the Network. Candidates with relevant industrial experience are of particular interest. All applicants must demonstrate excellent research potential to participate in the teaching and supervision of graduate students. Preferably, the candidate should be (or be eligible to be) a professional engineer licensed through Profes-

sional Engineers Ontario (PEO). The Department of Chemical Engineering has over 28 faculty members with a large research group interested in biochemical and biomedical engineering, and the successful candidate is invited to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and over 100 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at [www.uwaterloo.ca](http://www.uwaterloo.ca). Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to Professor T.A.



## School of Rehabilitation Sciences

The University of British Columbia  
[www.ubc.ca](http://www.ubc.ca)

## Head, Division of Physical Therapy

The Faculty of Medicine, University of British Columbia (UBC) is searching for a dynamic academic leader for the Physical Therapy Division of the School of Rehabilitation Sciences. UBC currently houses the only provincial university program in physical therapy and the program is in a major re-organization and growth phase. The Head of the Physical Therapy Division is expected to provide academic leadership within the School, the Faculty, the University and the province on issues relating to physical therapy research, teaching and learning, and knowledge translation. The academic leader needs the knowledge and skills to foster an environment which facilitates teaching, learning, and growth in research; a leader who recognizes and strengthens the university partnerships with the physical therapy community, with health care agencies involved in clinical practice, and with the clinical research centres and institutes where faculty are engaged in research.

The Physical Therapy Division is currently comprised of 8 full-time faculty, 1 endowed chair, over 60 clinical faculty and 6 support staff. There are 80 professional-entry master's students in Physical Therapy, 25 MSc students, 5 PhD students, and 2 post doctoral fellows. There is a strong research culture at UBC and the current physical therapy faculty have research affiliations with the Brain Research Centre, the International Collaborative on Repair Discoveries (ICORD), the Arthritis Research Centre of Canada, the Centre for Hip Health, as well as many others.

UBC is located on the Point Grey peninsula, 25 minutes from downtown Vancouver with an exceptional array of cultural, sports and recreational facilities.

This is a full time tenured appointment at an anticipated senior academic rank. Salary and rank are commensurate with qualifications. The administrative appointment as Head, Division of Physical Therapy is a 5 year renewable appointment. Successful candidates will have a PhD degree, a strong research record, exceptional communication skills, a demonstrated record of leadership, evidence of excellence in teaching in the professional entry to practice and research graduate programs in physical therapy, and be eligible for licensure in the College of Physical Therapists of British Columbia.

The position is available as of July 1, 2006, subject to final budgetary approval. The deadline date for applications is April 1, 2006.

Please forward curriculum vitae, 4 representative publications, and the names and contact information for 3 referees to:

Dr. Brenda Loveridge, Interim Director  
School of Rehabilitation Sciences, University of British Columbia  
1325-2211 Westbrook Mall, Vancouver, BC V6T 2B5

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply; however, Canadians and permanent residents of Canada will be given priority.

## Department of Sociology

**A**cadia is a stimulating, vibrant environment, an off campus, where dedicated faculty inspire and challenge students to be their best. Academic innovation has garnered the university a reputation for excellence.

Our history of providing excellent academic programs and outstanding student life activities, combined with our setting in the university-oriented community of Wolfville on the shores of the Minas Basin, have all contributed to Acadia being recognized as one of Canada's premier undergraduate universities.

The Acadia University Department of Sociology invites applications for a tenure-track position (#11303) at the rank of Assistant Professor.

With ten full-time faculty members, one of whom is the Canada Research Chair in Technology and Culture, the Department offers a wide range of undergraduate specialized courses. There is a strong honours programme and a small but vibrant MA programme. Information on the department may be found at <http://www.acadiau.ca/soci/homepage.htm>

Selection will be based on the candidates' research record, teaching experience, and the extent to which teaching areas complement the Department's needs. Preference will be given to candidates who have a completed doctorate in Cultural Anthropology, Sociology or a related discipline, and a demonstrated ability to teach family studies from a cross-cultural perspective. The ability to teach in one of the following areas would be an asset: women's studies, ethno-cultural diversity, gerontology, and methodology, though applicants with other substantive specialties are also encouraged to apply.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to:

Dr. Anthony Thomson, Department of Sociology  
Acadia University  
Wolfville, Nova Scotia, Canada B4P 2R6  
Fax: (902) 585-1769  
E-mail: [tony.thomson@acadiau.ca](mailto:tony.thomson@acadiau.ca)

Review of applications will begin on March 1st and continue until the position is filled.

Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for this position, Acadia University reserves the right not to fill this position at a level different from the advertised level or term.

For the most recent information available on faculty positions at Acadia University please check our website at <http://admin.acadiau.ca/faculty/homepage.htm>.

ACADIA  
UNIVERSITY

## RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 80 undergraduate and graduate programs are recognized by a provincially based curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

## SCHOOL OF NUTRITION

### TENURE-TRACK FACULTY POSITION

Ryerson's School of Nutrition has developed a reputation for excellence in undergraduate education, and is known for innovative teaching with a strong emphasis on critical thinking. The School's mission is to provide a diverse learning environment that prepares Nutrition and Food graduates for professional careers, reflective practice and responsible citizenship informed by our engagement in research and scholarship. We strive to maintain an environment that embraces diversity, encourages scholarly inquiry, values human lived experience and promotes social justice. The Nutrition and Food program blends theory with practice in preparing graduates for private and public sector opportunities that will enhance the quality of life for individuals, families and communities. The program provides the requirements for related professional credentials and graduate studies in Food Science, Nutritional Science, Food Security, Food Policy, Family Studies and Education, and meets the standards of accreditation for Dietitians of Canada.

We invite applications for a tenure-track position to commence August 1, 2006. The appointment will be as an Assistant Professor or a rank commensurate with qualifications. Candidates must have completed a doctoral degree in a health-related discipline with at least one degree earned in Nutrition Studies. We are seeking candidates who have a demonstrated interest in interpersonal or health communication. Registered Dietitian status is an asset. Applicants' career goals must include teaching in a baccalaureate program (with the development of a future master's program), while maintaining an active externally funded research program. Research at Ryerson focuses on application and practice, and the successful applicant will be expected to undertake scholarly research in an area that is directly related to the mission of the School. All positions are subject to final budgetary approval.

Applicants should submit a letter of application outlining academic experience, curriculum vitae, a description of research and teaching interests, and the names of three referees, by March 1, 2006, to: Janet Chappell, PhD RD, Director, School of Nutrition, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



## CAREERS CARRIÈRES

Duerr, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY – University of Toronto.** The Department of Chemistry, University of Toronto, invites applications for a Canada Research Chair (CRC) in Inorganic & Polymeric Materials Chemistry, effective on or after July 1, 2006. Preference will be given to candidates with expertise in synthesis and design of novel inorganic and polymeric materials. The candidate should complement existing strengths in inorganic, polymer and materials science at the University of Toronto. Applications are sought for candidates at the level of Full Professor and will be nominated for a Tier 1 Canada Research Chair. This position is one of three in the area of Materials Chemistry at Toronto. (For information on the CRC program, please see [www.chairs.gc.ca](http://www.chairs.gc.ca).) A successful applicant should have an established research program in which international leadership in a field of study is widely recognized and demonstrated potential for excellence in teaching. The successful candidate will be expected to conduct an active and innovative research program and to teach courses at both the undergraduate and graduate levels in the Department. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until April 15, 2006. Applicants should provide a curriculum vitae, statement of teaching philosophy and interest, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent

on their behalf to Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 153, Toronto, Ontario M5S 3H6, Canada by April 15, 2006. You may mail your material to the address above, or e-mail: [cheminfo@utoronto.ca](mailto:cheminfo@utoronto.ca). If you are submitting electronically, only PDF documents will be accepted.

■ **CHEMISTRY – Saint Mary's University.** The Department of Chemistry at Saint Mary's University seeks a candidate to nominate for an NSERC University Faculty Award (UFA). Qualified applicants from all areas of Chemistry with a very strong record of research are encouraged to apply. Given Saint Mary's commitment to excellence in teaching, a demonstrated ability and enthusiasm for this activity would be an asset. To be eligible for the UFA award, you must be a Canadian citizen or a permanent resident of Canada by the nomination deadline date, and be a woman or an Aboriginal person who holds a doctorate degree or expect to have completed all the requirements for such a degree, including thesis defense, by the proposed date of appointment. Further details can be found at NSERC's website, <http://www.nserc.gc.ca/st/eng/awards/ufaweb/ufaweb.cfm>. The award holds or will be offered a probationary tenure-track appointment at the rank of Assistant Professor, conditional upon being awarded a UFA. The deadline for nominations to NSERC is November 13, 2006. The deadline for submitting applications to Saint Mary's University is May 15th, 2006. Applications should include a curriculum vitae, copies of reprints, an outline of your proposed research program, a completed NSERC Application form (Form 101) as well as an NSERC Personal Data Form (Form 100), and the names and addresses of three referees. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications. Applications for a full-time position at the rank of instructor to teach physical chemistry laboratories and undertake other responsibilities as assigned by the Department of Chemistry. The position requires a minimum of an MSc degree. Same teaching experience would be an asset. Applications should consist of a curriculum vitae, teaching dossier and the names of three referees. The completed application should be sent before March 31, 2006 to: Dr. James A. Pincock, Chair, Department of Chemistry, Dalhousie University, Halifax, NS, B3H 4J3. Tel: 902-494-3707; Fax: 902-494-1310; [james.pincock@dal.ca](mailto:james.pincock@dal.ca); <http://www.chem.dal.ca>. The appointment is effective July 1, 2006 but may be taken up as late as August 1, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages appli-

cations from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **CHEMISTRY – University of Toronto at Scarborough.** The Department of Physical and Environmental Sciences at the University of Toronto at Scarborough invites applications for one tenure track position at the rank of Assistant Professor in the area of Inorganic Chemistry with research interests that would enhance our existing strengths in environmental and planetary science. The successful candidate will be expected to play an active role in our teaching and research programs. Information about the Department can be found at: <http://www.utsu.utoronto.ca/~physci/>. Applicants must have a PhD in Inorganic Chemistry or closely related area of chemistry and should have a record of research excellence. The successful candidate should demonstrate a strong commitment to teaching and curriculum development in an interdisciplinary department. He/she will be expected to teach chemistry at both the undergraduate and graduate levels. The development of a strong externally funded research program and the supervision of graduate students will be essential. The salary will be commensurate with the qualifications and experience of successful candidates. Applicants are asked to send a letter of application including current curriculum vitae, statement of teaching and research interests, a selection of research publications and a proposed five-year research plan. Applicants should arrange to have three letters of reference sent directly to: Professor Donald E. Cormack, Chair, Department of Physical and Environmental Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4. Applications may be communicated electronically to: [Pat.Woodcock@utoronto.ca](mailto:Pat.Woodcock@utoronto.ca). Applications should be received by March 31, 2006. Ideally, the appointment will commence July 1, 2006, but a later appointment may be negotiated. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may con-

tribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **CIVIL & ENVIRONMENTAL ENGINEERING – University of Alberta.** The Department of Civil and Environmental Engineering at the University of Alberta invites applications for a tenure-track faculty position in the area of Construction Engineering and Management commencing July 1, 2006. Preference will be given to applicants at the Assistant or Associate Professor level. Candidates must have a strong research interest in Construction Engineering and Management, hold a doctoral degree in Civil Engineering or equivalent, and have a demonstrated commitment to teaching and research in the university. Applicants from all areas related to Construction Engineering and Management will be considered and industry experience will be deemed an asset. A proven record in construction operations modeling and simulation is also deemed an asset. The successful candidate is expected to develop a significant research program and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Construction Engineering and Management, and assist in the teaching of other engineering courses at the undergraduate level. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 14,000 undergraduate and 5,000 graduate students. The Faculty of Engineering has over 3200 undergraduate and 1400 graduate students, of which over 700 undertake and 400 graduate students are in the Department of Civil and Environmental Engineering. The Department of Civil and Environmental Engineering offers BSc, MEng, MSc, and PhD programs. The Haskayne School of Construction Engineering program has more than 60 graduate students and five full-time faculty members. The program houses the NSERC/Alberta Construction Industry Research Chair in collaboration with over 50 construction companies. Two research associates, one research engineer and one administrative assistant complement the five full-time faculty. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a pop-

ulation of over 900,000 people, and offers a diverse array of cultural and sporting activities. The city is ranked as one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are easily accessible from the city.

By modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking, and fishing in the world. Applicants should send a curriculum vitae including employment history, citizenship status, a statement concerning research and teaching interests, names and contact information for at least three referees, and samples of refereed publications to: Dr. J. R. Chang, P. Eng, Chair & CW Carry Professor of Steel Structures, Department of Civil & Environmental Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2W2. Fax: (780) 492-0249; Email: [jalmchang@ualberta.ca](mailto:jalmchang@ualberta.ca); Website: [www.engineering.ualberta.ca/civil/](http://www.engineering.ualberta.ca/civil/). The Selection Committee will begin to review applications on April 1, 2006, but the search will remain open until a suitable candidate has been appointed. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified individuals, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## momentum

At 39 going on 40, the University of Calgary is hitting its stride - nearly 30,000 students, 110,000 alumni, 16 faculties, 53 departments and more than 30 research institutes and centres. Campus Calgary Digital Library, ISEEE (the Institute for Sustainable Energy, Environment and Economy), Urban Campus and our Faculty of Veterinary Medicine secure our position as a leader in North America's research community.

## Dean, Faculty of Law

Our vision is to establish the Faculty of Law's LLB program as one of the best in Canada and to achieve international recognition at the LLB and graduate levels for the excellence of our specialization in Natural Resources, Energy and Environmental Law.

We have a strong foundation. We have a clear vision. We have a strategic plan that is aligned with the needs of our students, with the growth strategy of the university and with the expectations of our legal and business community partners. We now need a leader with a track record of implementing strategic change and with a reputation for inspiring the commitment and performance of students and faculty.

In order to meet the challenges ahead, we are looking for a candidate with the following skills and experience:

- Senior leadership experience in an academic institution or law firm
- A reputation as a scholar and a respected administrator
- A leadership style that is consultative and inclusive and based on the values of collegial governance
- Experience in leading the implementation of a strategic plan that calls for multiple change initiatives with a diversity of stakeholders
- A broad network of external relationships that can help meet the goals and fund development strategies of the Law School
- A demonstrated commitment to excellence in teaching and to heightening a research profile and output
- Academic qualifications needed to achieve full professor status

Applications should be accompanied by a curriculum vitae, a brief statement of interest, and the names of three referees. Additional details about the Faculty of Law (including the Strategic plan) is available at [www.law.ucalgary.ca](http://www.law.ucalgary.ca). Consideration of applicants begins March 1, 2006 for a renewable five-year term commencing July 1, 2006.

Individuals may apply, nominate or express interest by contacting: Advisory Selection Committee, Dean of Law, c/o President's Office, University of Calgary, 2500 University Drive NW, Calgary, AB, Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.



UOFC  
THIS IS NOW



## CAREERS CARRIÈRES

**WATKINS/CA/FR.** Veuillez faire parvenir votre dossier de candidature et tous les documents exigés à: Marcel Mérette, Vice-doyen, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, pièce 302, Ottawa (Ontario) K1N 6N5. Conformément aux exigences de l'Immigration du Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre à l'égalité d'emploi et en courage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

**CRIMINOLOGY – Wilfrid Laurier University (Brampton Campus).** Laurier Brampton has extended the deadline for applications for a limited term appointment in Criminology in the area of general criminology, subject to final budgetary approval, until April 15, 2006. The appointment will commence July 1, 2006. A PhD or near completion, in a relevant discipline, or a graduate degree in law is required. Evidence of successful teaching and productive program of research are essential. Candidates with the ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send two copies of their curriculum package, including cover letter, CV, sample publications, letters of reference and evidence of effective teaching to: General Criminology Hiring Committee, Laurier Brampton, 73 George St., Brampton, Ontario, N6A 3T2. Email applications will not be accepted; however, letters of reference from referees may be emailed to Julie Sutherland at jsutherland@laurier.ca. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal peoples, and persons of a visible minority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**CRIMINOLOGY – University of Windsor.** The University of Windsor invites applications for a 12-month limited-term faculty position in the Department of Sociology and Anthropology in the area of Criminology, starting September 1, 2006. For a detailed position description visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact Dr. Wayne Phillips, Chair, Appointment Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON N9B 3P4. Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3621. Email: [jayne@uwindsor.ca](mailto:jayne@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazer, Director, Faculty Recruitment at 877.665.0600 (Toll free within North America, call toll outside of North America at 519-561.1432 or Email: [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca)).

**CRIMINOLOGY – University of Ottawa.** The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date. In the area of Public Affairs, the Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in social sciences, including philosophy and international development. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.sciencesociales.uottawa.ca/eng/](http://www.sciencesociales.uottawa.ca/eng/). Please send applications and all documents to: Marcel Mérette, Vice-Doyen, Recherche, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

**D**  
**DEVELOPPEMENT INTERNATIONAL – Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler jusqu'à quatre postes menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2006 ou à une date ultérieure, dans le domaine des affaires publiques. La Faculté recherche des candidats de tous les rangs et cherche des candidats avec un doctorat qui peuvent démontrer l'excellence dans l'enseignement et la recherche. La Faculté cherche des candidats dont les intérêts en recherche et en enseignement couvrent la gestion publique selon une perspective disciplinaire ou interdisciplinaire. Les postes sont ouverts aux détenteurs d'un doctorat dans toutes les disciplines des sciences sociales, y compris la philosophie et le développement international. Le salaire sera établi selon les qualifications. L'étude des demandes débute le 27 février 2006 et continuera jusqu'à ce que les postes soient comblés avec succès. Pour de plus amples renseignements sur ces postes, le bilinguisme, les domaines de spécialisation et les détails d'application, veuillez consulter notre site Web au [www.sciencesociales.uottawa.ca/eng/](http://www.sciencesociales.uottawa.ca/eng/). Veuillez faire parvenir votre dossier de candidature et tous les documents exigés à: Marcel Mérette, Vice-doyen, Recherche, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, pièce 302, Ottawa (Ontario) K1N 6N5. Conformément aux exigences d'immigration du Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre à l'égalité d'emploi et en courage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

**DEVELOPPEMENT INTERNATIONAL – Université d'Ottawa.** La Faculté des sciences sociales de l'Université d'Ottawa cherche à combler jusqu'à trois postes menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2006 ou à une date ultérieure, dans le domaine du développement international. La Faculté recherche des candidats de tous les rangs et cherche des candidats avec un doctorat qui peuvent démontrer l'excellence dans l'enseignement et la recherche. La Faculté recherche des candidats dont les intérêts en recherche et en enseignement couvrent le développement international selon une perspective disciplinaire ou interdisciplinaire. L'expérience terrain est un avantage. Le salaire sera établi selon les qualifications. L'étude des demandes débute le 27 février 2006 et continuera jusqu'à ce que les postes soient comblés avec succès. Pour de plus amples renseignements sur ces postes, le bilinguisme, les domaines de spécialisation et les détails d'application, veuillez consulter notre site Web au [www.sciencesociales.uottawa.ca/eng/](http://www.sciencesociales.uottawa.ca/eng/). Veuillez faire parvenir votre dossier de candidature et tous les documents exigés à: Cecilia Codera, Vice-doyenne aux études, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, pièce 302, Ottawa (Ontario) K1N 6N5. Conformément aux exigences d'immigration du Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre à l'égalité d'emploi et en courage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

**E**  
**ECONOMICS – University of Ottawa.** The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date. In the area of Public Affairs, the Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in social sciences, including philosophy and international development. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.sciencesociales.uottawa.ca/eng/](http://www.sciencesociales.uottawa.ca/eng/). Please send applications and all documents to: Marcel Mérette, Vice-Doyen, Recherche, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

sophy and international development. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.sciencesociales.uottawa.ca/eng/](http://www.sciencesociales.uottawa.ca/eng/). Please send applications and all documents to: Marcel Mérette, Vice-Doyen, Recherche, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

**EDUCATION – University of Windsor.** Due to an expanding program in Aboriginal Education, the Faculty of Education at the University of Windsor seeks applicants for a tenure track position at the rank of Assistant Professor in Aboriginal Education. The successful candidate will have all of the following qualifications: Aboriginal ancestry, with knowledge of and lived experience in Indigenous culture and traditions; Master's degree completed or PhD completed or near completion; Active involvement in Aboriginal Education; Teaching experience; Knowledge of cross curricular K-12 education in British Columbia; Demonstrated ability to interact constructively with faculty, students, and Aboriginal communities; Some ability with an Aboriginal language (speak, read, write). Responsibilities for this position include: Teaching and developing the necessary undergraduate and graduate courses in Aboriginal Education available to Aboriginal and non-Aboriginal students; Delivering teacher education courses in Aboriginal language revitalization teacher education programs; Working with graduate students doing research in the area of Aboriginal Education; Advising other faculty members on the development of appropriate Aboriginal content and teaching/learning processes to be included in the undergraduate and graduate level courses in the Faculty. Providing ongoing consultation with

educational agencies and Aboriginal communities to facilitate constructive relationships with the Faculty. Maintaining an active research program in Aboriginal Education. Contributing to the department, faculty and university in service activities. In accordance with the University's Equity Program and section 42 of the BC Human Rights Code, this position is limited to Aboriginal peoples. Candidates from this group who wish to qualify should self-identify as such on their letter of application, curriculum vitae and the names only of three referees. The application deadline is April 15, 2006. The position will begin on July 1, 2006. Direct application packages to: Dr. Deborah Bergoy, Chair, Department of Curriculum and Instruction, Faculty of Education, University of Windsor, P.O. Box 3010, Windsor, BC, V8W 3N4. Fax: 250-472-4616; <http://www.educ.uvic.ca/ochair@uvic.ca>.

**EDUCATION – University of Windsor.** The University of Windsor, Faculty of Education, invites applications for two 12-month limited-term positions in the areas of Elementary Science Education and Instructional Technology at the rank of Lecturer or Assistant Professor commencing July 1, 2006. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4. Tel: 519-253-3000, Ext. 3801; Fax: 519-971-3612; E-mail: [progers@uwindsor.ca](mailto:progers@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazer, Director, Faculty Recruitment at 877.665.0600 (Toll free within North America, call toll outside of North America at 519-561.1432 or Email: [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca)).

**EDUCATION – The University of Western Ontario.** The University of Western Ontario, Faculty of Education, invites applications for a full-time permanent position in the area of counselling psychology and educational psychology at the rank of Assistant or Associate Professor, effective July 1, 2006. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the school is an asset. English as a second language is a requirement. The successful applicant will bring enthusiasm, energy and a collaborative spirit to the faculty. The successful applicant will contribute to programs in counselling psychology and educational psychology in ways that reflect the Faculty's commitment to teaching. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicant will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; educational policy studies; gender, equity and social justice; language and literacy; mathematics, science and technology; and pedagogy and curriculum. Candidates whose work reflects more than one of these themes will be given preference. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the Ed/EdP program in teacher education, graduate programs at the masters and doctoral levels including a masters program in Counselling Psychology, and an extensive range of in-service courses for teachers delivered by distance education. In 2005-06, there are 820 students in the undergraduate program, 150 in masters programs, 40 in PhD programs, and 5000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from [www.uwo.ca/edu/](http://www.uwo.ca/edu/). Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty, their curriculum vitae, the names and addresses of three referees, and copies of their scholarly writing, by April 30, 2006 to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 West Erie Road, London, ON, N6G 1B7. Telephone: 519-861-2080; fax: 519-861-2377. Electronic applications may be sent to [doan@uwo.ca](mailto:doan@uwo.ca). Positions are subject to budget approval. Applicants should have written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, control/mechanics, signal/image processing, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit <http://www.ece.uwaterloo.ca/applicants>. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The search environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city community in the Region of Waterloo (population of 450,000) in southwestern

The Canadian Association of University Teachers Announces the 38th Annual

## J.H. Stewart Reid Memorial Fellowship for 2006-2007 Doctoral Studies

### Details:

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

### Application Closing Date:

April 30, 2006

The Fellowship recipient will be announced in July 2006. An announcement will also appear in a fall edition of the CAUT Bulletin.

Apply online at <http://jstewartreid.caut.ca>

Informant: Johanne Smith, Awards Officer  
2675 Queensview Drive, Ottawa, Ontario K2B 3K2 ([jstewartreid@caut.ca](mailto:jstewartreid@caut.ca))

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.



## L'Association canadienne des professeurs et professeurs d'université annonce La 38<sup>e</sup> bourse annuelle J.H. Stewart Reid pour études doctorales 2006-2007

### Détails :

- Une bourse d'études de 5 000 \$
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse d'une année

### Date limite des demandes :

30 avril 2006

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2006. Il sera aussi annoncé dans un numéro de l'Autonne du Bulletin de l'ACPPU.

Appiquez en ligne : <http://jstewartreid.caut.ca>

Renseignements : Johanne Smith, Agente des bourses  
2675, promenade Queensview, Ottawa (Ontario) K2B 3K2 ([jstewartreid@caut.ca](mailto:jstewartreid@caut.ca))

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.



The University College of the Fraser Valley, with nearly 10,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

## PSYCHOLOGY FACULTY

The Department of Psychology invites applications for one full-time faculty position. The successful candidate will teach a selection of undergraduate courses in the areas of cognition and statistics/research methods, in addition to introductory psychology.

Candidates should have completed a PhD (ABDs with imminent defense date will also be considered) in Cognitive Psychology within the broad areas of attention, memory, perception or learning. Demonstrated teaching and research expertise in cognitive psychology is required; similar expertise in statistics/methods is also an asset.

For full details on this position go to  
[www.ucfv.ca/careers](http://www.ucfv.ca/careers)







# CAREERS CARRIÈRES

## F

**FINANCE** — Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for a tenure track position in Finance at the Assistant Professor level. Qualifications: Candidates should possess a PhD in Finance or Financial Economics. Candidates who are ABD will be considered if nearing completion. Candidates should possess strong teaching skills and a commitment to research excellence. The position involves teaching at both graduate and undergraduate levels. All areas of finance will be considered. About the School: Saint Mary's University, one of Canada's oldest universities, is home to the Sobey School of Business, which is AACSB accredited and is the largest business school in Atlantic Canada. The Sobey School offers Bachelor of Commerce, MBA, Executive MBA and Masters of Finance degrees. Saint Mary's offers the only PhD program in Business Administration (Management) in Atlantic Canada. The Sobey School is located in a modern facility providing state of the art technology for classrooms. Excellent database resources are provided for research, including access to CompuStat, Global Vantage, the TSX/Western OneSource, TAQ and OatsSource. Saint Mary's is located in the heart of historic Halifax, Nova Scotia. Halifax is the major commercial centre on Canada's eastern seaboard and is also a major tourist destination. There is easy access to many recreational, historical and cultural attractions. Application Procedure: Applications for this position should include a letter of interest, curriculum vitae, academic transcripts, recent working papers or publications, teaching evaluations, and the names and contact information for three referees. Applications should be forwarded to: Dr. Owen Jutta, Acting Chair, Department of Finance and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C6. The preferred start date is July 1, 2006. Saint Mary's University is committed to the principles of employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We thank all applicants for their interest; however, only those selected for an interview will be contacted. Closing Date: April 7, 2006, or until the position is filled.

**FIRST NATIONS STUDIES** — Simon Fraser University. The First Nations Studies Program and the School for Contemporary Arts at Simon Fraser University invite applications for a tenure track joint appointment at the rank of Assistant Professor. We specifically are searching for a faculty member with teaching expertise and research/creative accomplishment in First Nations traditional and contemporary arts. Additional teaching expertise in other First Nations topics is required. Three

courses per year will be taught in First Nations Studies with a fourth offered in the School for Contemporary Arts. The First Nations Studies Program at Simon Fraser University provides course-work on First Nations issues from a First Nations perspective; the successful applicant is expected to bring that mandate to the program. Applications must include a curriculum vitae, the names and addresses for three academic referees, and a statement of expertise and background. A PhD is required for appointment. Applications or inquiries should be directed to: Dr. David Burley, Search Committee, First Nations Studies Program, Simon Fraser University, Burnaby, B.C. V5A 1S6 (burley@sfu.ca). The closing date for application submission is March 31, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval.

**FOOD SAFETY** — McGill University. McGill University invites applications for a tenure track joint position as Assistant Professor in Food Safety between the Departments of Food Science and Animal Science. The successful candidate should have a PhD in Microbiology, Food Science, Animal Science or related areas, with particular background and interest in investigating the contribution of microorganisms to the safety and quality of food and food products from the farm to the consumer. The candidate is expected to lead a strong research program in the area of Food Safety. The successful candidate is also expected to play an integral role in the advancement of new interdisciplinary food safety initiatives within the Faculty of Agriculture and Environmental Sciences. In addition, the candidate will develop multidisciplinary research and teaching themes on food safety that should cover the detection, identification and control of food-borne pathogens in the production and processing of food and food products from animals. The candidate will teach and develop courses at both the undergraduate and graduate levels. Additional information on the Faculty and McGill University may be obtained through the Web site: <http://www.mcgill.ca/mcgill> or <http://www.mcgill.ca>. The application, including curriculum vitae, a statement of teaching and research interests as well as the names of three referees willing to provide letters of recommendation, should be submitted to: Dr. Selim Kermah, Department of Food Sci. & Agr. Chem., Telephone: (514) 398-7922; Fax: (514) 398-8132; e-mail: [selim.kermah@mcgill.ca](mailto:selim.kermah@mcgill.ca), 2111 Lake

shore, Ste-Anne de Bellevue, Qc, Canada, H9X 3V9. Closing date for receipt of applications will be May 1st, 2006. All qualified candidates are encouraged to submit their applications; however, Canadian citizens and permanent residents of Canada will be given priority. McGill is committed to equity in employment.

## G

**GEOGRAPHY** — McMaster University. The School of Geography and Earth Sciences at McMaster University invites applications for a tenure track position at the Assistant Professor level beginning July or September 1, 2006 in Environment and Health (<http://www.sciencemcmaster.ca/geo/>). Environment and Health is a priority for the University, linked to McMaster's Col-

laborations for Health Initiative (see [www.mcmaster.ca/vpccademic/HWI/geo.htm](http://www.mcmaster.ca/vpccademic/HWI/geo.htm)). The successful candidate must have a PhD in geography or a related field in hand at time of appointment. The applicant is expected to develop a strong program of externally-funded research in the human health-environment area. In addition, the candidate will have experience in applying GIS/spatial analysis and will develop research linkages with physical scientists in the School. The applicant should have a strong commitment to undergraduate/graduate teaching and supervision. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages

applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. The evaluation of candidates will begin as applications are received and will continue until the position is filled. Applicants should send a cover letter outlining their research interests, a copy of their curriculum vitae, a brief teaching dossier including a statement of teaching philosophy (max. 2 pp.) and evidence of teaching effectiveness, contact information for three referees (address, phone number and e-mail) and copies of no more than three reprints or works in progress to the Chair of the search committee. Electronic applications will not be accepted. Dr. Hick Wok, Chair, Search Committee, School of Geography and Earth Sciences, Burke Science Building, room 235, McMaster University, 1280 Main Street

West, Hamilton, ON L8S 4L7. Tel: (905) 525-9140, ext. 23526. Fax: (905) 546-0463. Email: [woolmaster.ca](mailto:woolmaster.ca).

**GESTION** — Université d'Ottawa. La Faculté des sciences sociales à l'Université d'Ottawa cherche à combler jusqu'à quatre postes menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2006 ou à une date ultérieure, dans le domaine des affaires publiques. La Faculté recherche des candidats de tous les rangs et cherche des candidats avec un doctorat, qui peuvent démontrer l'excellence dans l'enseignement et la recherche. La Faculté cherche des candidats avec des intérêts en recherche et en enseignement couvrant la gestion publique selon une perspective descriptive ou interdisciplinaire. Les postes sont ouverts aux détenteurs d'un doctorat dans toutes les disciplines des sciences sociales, y compris la philosophie et le développe-



## Assistant or Associate Professor, Environmental Engineering

The Department of Civil and Environmental Engineering at the University of Alberta invites applications for a tenure-track faculty position commencing July 1, 2006 in the area of Environmental Engineering with focus on air quality. Preference will be given to applicants at the Assistant or Associate Professor level. Candidates must have a strong research interest in the air quality in terms of outdoor and indoor air quality assessment, modeling and management as well as air pollution control. The successful candidate is expected to develop a strong independent research program that will focus on major outdoor and indoor air quality issues which exist in Alberta. Also, the ability of the candidate to incorporate research tools such as Geographical Information System (GIS), Remote Sensing (RS) and artificial intelligence will be considered an asset. The successful candidate is also expected to develop research collaborations through research projects with other researchers working in the areas of climate change, indoor air-dust system design and control, GIS and RS. With regard to teaching responsibilities, it is expected that the candidate will teach undergraduate and graduate courses in the area of Environmental Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The successful candidate must hold a doctoral degree in Environmental Engineering and have a demonstrated commitment to teaching and research at the university level.

The University of Alberta, founded in 1908, is one of the largest universities in Canada with 34,000 undergraduate and 5,000 graduate students. The Faculty of Engineering has over 3200 undergraduate and 1100 graduate students, of which over 700 undergraduate and 400 graduate students are in the Department of Civil and Environmental Engineering. The Department of Civil and Environmental Engineering offers B.Sc., M.Eng., M.Sc., and Ph.D. programs. The Environmental

Engineering program has more than 70 graduate students and eight full-time faculty members. The program houses a Canada Research Chair in Environmental Engineering. The technical staff of the Environmental Engineering program comprises of three technicians who assist in teaching and research activities.

The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of over 900,000 people, and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world.

Applicants should send a curriculum vitae including employment history, citizenship status, a statement concerning research and teaching interests, names and contact information for at least three referees, and samples of refereed publications to:

Dr. J.J.R. Cheng, P.Eng.  
Chair and CW Carry Professor of Steel Structures  
Department of Civil and Environmental Engineering  
University of Alberta  
Edmonton, Alberta, Canada T6G 2W2  
Fax: (780) 492-0249  
Email: [jaimelyn@ualberta.ca](mailto:jaimelyn@ualberta.ca)  
Website: [www.engineering.ualberta.ca/civl](http://www.engineering.ualberta.ca/civl)

The Selection Committee will begin to review applications on April 1, 2006, but the search will remain open until a suitable candidate has been appointed.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## Dean of The Faculty of Social Sciences & Humanities

Lakehead University is a comprehensive university of 7,500 students, 1,600 faculty and staff, and over \$18 million in external research funding. We have eight faculties including The West Campus of the Northern Ontario School of Medicine.

Lakehead University invites applications and nominations for the position of Dean of the Faculty of Social Sciences and Humanities. The Faculty includes the Departments of Economics, English, History, Indigenous Learning, Languages, Music, Philosophy, Political Science, Psychology, Sociology, Visual Arts, and Women's Studies. The Faculty offers a BA, BSc, BASc, HBA, HBSc, HBASc, and HBA (Fine Arts/Music) at the undergraduate level and graduate programs in Economics, English, History, Psychology, Sociology, and Women's Studies.

Applicants should have an earned Ph.D., experience in administration, preferably as a departmental Chair, an established reputation as a scholar and teacher, and the qualifications necessary to be tenured at the rank of Professor in one of the disciplinary units in the Faculty.

[www.lakeheadu.ca](http://www.lakeheadu.ca) | [www.thunderbay.ca](http://www.thunderbay.ca)

OPPORTUNITIES BY THE BAY



Lakehead University is emerging as one of Canada's most exciting small comprehensive universities. On the shores of majestic Lake Superior, our lively city offers all-season recreational activities, scenic wonders, and a wealth of amenities and cultural events. A superior opportunity in the 'city by the bay' awaits you!

For additional information on this position, its qualifications, and Lakehead University, please visit our web site at [www.lakeheadu.ca](http://www.lakeheadu.ca). Applicants should submit a curriculum vitae and the names and addresses of three referees to:

Dr. Laurie S. Hayes  
Vice-President (Academic) and Provost  
Lakehead University, 955 Oliver Road  
Thunder Bay, ON P7B 5E1  
e-mail: [admin@lakeheadu.ca](mailto:admin@lakeheadu.ca)

Review of Applications will begin on March 15, 2006

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. We are committed to employment equity: welcome diversity in the workplace, and encourage applications from all qualified applicants including women, visible minorities, Aboriginal persons, and persons with disabilities.

**Lakehead**  
UNIVERSITY

## Canada Research Chair (Tier II) Feminist & Gender Studies

Trent University invites applications from candidates for a Junior (Tier II) Canada Research Chair (CRC) in the area of Feminist and Gender Studies. We are particularly interested in an individual with research expertise in one or more of the following areas, broadly defined: feminist cultural studies, queer studies, social and legal regulation, and women's health. It would also be advantageous if the individual had an active interest in global or cross-cultural aspects of their particular research area(s). The successful candidate is expected to establish an active, externally-funded research program, to supervise graduate students within one of Trent's interdisciplinary graduate programs, as well as to contribute to teaching at the undergraduate level.

Trent University is planning to submit the CRC nominations in mid-2006 and the nominees would be notified of the results of the nomination process in the fall of 2006. The goals of the CRC programme ([www.chairs.gc.ca](http://www.chairs.gc.ca)) are to promote leading edge research and the training of highly qualified personnel. All CRC positions are subject to review and final approval by the CRC Secretariat. The appointment will be at the Assistant or Associate Professor level, depending on the qualifications of the successful candidate. Applicants must hold a Ph.D., possess excellent research records, and have the potential to be leaders in their fields. In conjunction with CRC nominations, candidates are expected to submit a proposal to the Canadian Foundation for Innovation ([www.innovation.ca](http://www.innovation.ca)) at the time of the University's CRC nomination.

Interested applicants should send a curriculum vitae, statement of teaching philosophy, brief 5-year research plan, examples of significant research contributions, and names and contact information for three potential referees to: Dr. James D.A. Parker, Associate Vice President, Research, Trent University, 1600 West Bank Drive, Peterborough, Ontario, K9J 7B8, Canada; [jparker@trentu.ca](mailto:jparker@trentu.ca).

The selection committee will continue to review all applications until the successful nominee is identified.

Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, persons with visible minorities and persons with disabilities.

[www.trentu.ca](http://www.trentu.ca)

THE WORLD BELONGS TO THOSE WHO UNDERSTAND IT.



expected to teach a first-year survey and Intermediate and/or upper division courses chosen in consultation with the Department. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's

■ **INFORMATION SYSTEMS/OPERATIONS MANAGEMENT** — Brock University. Brock University invites applications for a full-time position of Assistant Professor of Information Systems/Operations Management starting July 1, 2000. The rank is open to the Assistant or Associate level, dependent upon the candidate's qualifications. The position is commensurate with qualifications. The availability of this position is subject to final budgetary approval. The successful candidate will be full-time and currently has approximately 70 full-time faculty members. It offers a Bachelor's degree in Information Systems/Operations and a Bachelor of Accounting (BACC) degree, each with a co-op option. The faculty also offers an MBA, a Masters of Accounting (MAcc), and a Masters of Information Systems research-focused MSc program with various concentrations, including Information Systems Management. More information about these programs at Brock University, please visit [www.brocku.ca](http://www.brocku.ca). Qualifications: The candidate must have a graduate degree (at least a master's) in a discipline related to the position and a commitment to excellence in teaching and research. Candidates should possess strong oral and written communication skills and quantitative areas of Information Systems, Operations Management, and/or Accounting. The successful candidate will be a Chain Management and/or Management Science. All qualified candidates are encouraged to apply; however, Canadians and persons with permanent resident status at Brock University is considered to a positive policy aimed at reducing gender imbalance in the faculty. For more information, please contact Dr. Danny Chiu, Chair of the Department of Information Systems and Operations Management, the heart of the Niagara region in Ontario, Canada — an area known for its beauty and diversity. With one of the most temperate climates in the world, it is no wonder that it is famous for its fruit and wine industries and is a popular tourist destination. The region is also home to some of the most scenic and rugged that provides gateway to international markets. Just a 15-minute drive from the heart of the Niagara Escarpment, a world-class, well-designed campus. It is situated on the top of the Niagara Escarpment and is bordered by extensive Canadian wilderness. The position is full-time and is accepted until the position is filled, although these received before February 28, 2000. For more information, please contact Dr. Chiu, who is committed with a curriculum vitae, evidence of teaching effectiveness, at least one letter of recommendation, and two references to: Dr. Danny Chiu, Chair of the Search Committee, Faculty of Information Systems and Operations Management, Brock University, 1800 Steeles Ave. East, Unit 1200, Mississauga, Canada, L2S 3A1. Email: [dochiu@brocku.ca](mailto:dochiu@brocku.ca)



# CAREERS CARRIÈRES

## INFORMATION TECHNOLOGY (INTERACTIVE MULTIMEDIA & DESIGN) — Carleton University

Applications are invited for two tenure-track appointments at the Assistant Professor level, to commence July 1, 2006 or January 1, 2007 in the Faculty of Information Technology. The School offers a Bachelor of Information Technology (BIT) degree program with two distinct streams: a specialization in Network Technology and a specialization in Interactive Multimedia and Design. Both streams are unique in Canada and provide an innovative mix of courses drawing on a variety of disciplines. The program combines a strong foundation in academic theory with hands-on training. Further information on the BIT program is available from [www.bitdegree.ca](http://www.bitdegree.ca). Candidates are required to have a PhD in one of the disciplines of computer multimedia design and software engineering and demonstrate a strong commitment to both teaching and research. Applicants with a strong background in the fields of multimedia design and computer animation will be given preference. Candidates will be evaluated on the basis of demonstrated teaching and research ability in one of the areas of multimedia information systems, applications of computer graphics, human-computer interaction, and multimedia design and entertainment technologies. Candidates should have industrial experience. Gross appointment to other units in the Faculty of Engineering and Design will be made available in order to enable the successful candidate to supervise graduate students in those units. The successful candidate will be expected to be effective as an undergraduate teacher and as a graduate supervisor, and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. Applicants should send a curriculum vitae, a list of publications with two samples of the most significant publications, a statement on their research and teaching background and interests, and the names and email addresses of three referees to: Dr. Dorina Petriu, Director, Carleton School of Information Technology, Faculty of Engineering and Design, 230 Avenue Parkway, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5644; Fax: (613) 520-6623. Applications will be accepted until May 31, 2006 or until positions are filled. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority. Carleton University is committed to equality of employment opportunities for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## INFORMATION TECHNOLOGY (NETWORK TECHNOLOGY) — Carleton University

Applications are invited for two tenure-track appointments at the Assistant Professor level, to commence July 1, 2006 or January 1, 2007 in the Carleton School of Information Technology. The School offers a Bachelor of Information Technology (BIT) degree program with two distinct streams: a specialization in Network Technology and a specialization in Interactive Multimedia and Design. Both streams are unique in Canada and provide an innovative mix of courses drawing on a variety of disciplines. The program combines a strong foundation in academic theory with hands-on training. Further information on the BIT program is available from [www.bitdegree.ca](http://www.bitdegree.ca). Candidates are required to have a PhD in one of the disciplines of electrical engineering, communications engineering or computer science, and demonstrate a strong commitment to both teaching and research. Applicants with a strong background in the fields of communications and information networks will be given preference. Candidates will be evaluated on the basis of demonstrated teaching and research ability in one of the areas of advanced communications networks and systems, or information networks. Candidates should have industrial experience. Gross appointment to other units in the Faculty of Engineering and Design will be made available in order to enable the successful candidate to supervise graduate students in those units. The successful candidate will be expected to be effective as an undergraduate teacher and as a graduate supervisor, and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. Applicants should send a curriculum vitae, a list of publications with two samples of the most significant publications, a statement on their research and teaching background and interests, and the names and email addresses of three referees to: Dr. Dorina Petriu, Director, Carleton School of Information Technology, 230 Avenue Parkway, Faculty of Engineering and Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Telephone: (613) 520-5644; Fax: (613) 520-6623. Applications will be accepted until May 31, 2006 or until positions are filled. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority. Carleton University is committed to equality of employment opportunities for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## INTERNATIONAL DEVELOPMENT — University of Ottawa

The Faculty of Social Sciences at the University of Ottawa invites applications for up to three tenure-track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date, in the area of International Development. The Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover international development from a disciplinary or multidisciplinary perspective. Field work experience is an asset. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.sciencesociales.uottawa.ca/careers/](http://www.sciencesociales.uottawa.ca/careers/). Please send applications and all documentation required to: Cécile Codere, Vice-Dean, Academic, Faculty of Social Sciences, University of Ottawa, 550 Cumberland Road, 304, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment

equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

## INTERNATIONAL DEVELOPMENT — University of Ottawa

The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure-track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date, in the area of Public Affairs. The Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in the social sciences, including philosophy and international development. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.sciencesociales.uottawa.ca/careers/](http://www.sciencesociales.uottawa.ca/careers/). Please send applications and all documentation required to: Marcel Merré, Vice-Dean, Research, Faculty of Social Sciences, University of Ottawa, 550 Cumberland Road, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

## INTERNATIONAL STUDIES — Glendon College, York University

The Department of International Studies and the International Studies Program at Glendon College, the bilingual Liberal Arts Faculty of York University, invite applications for an Assistant Professor position (commencing July 1, 2006-June 30, 2007) at the rank of Assistant Professor in the International Studies Program. The position is subject to budgetary approval by the University. Candidates must be bilingual (English-French), demonstrate commitment to teaching and research, and have a strong background in studies or related fields, and have publications and current research projects in the field. The candidates must be able to teach and do research in English and French. Outlets will include teaching at the undergraduate level, research and administrative responsibilities. Candidates should demonstrate the ability to teach, from an interdisciplinary and multicultural perspective, in at least one of the following areas: (a) History, Philosophy and Theory of International Society; (b) Religion, Nationalism, Ideology and International Society; (c) Development Studies and International Society. Applications, including curriculum vitae, should be sent directly to Professor Yves Frenette, Chair, Department of Multicultural Studies, Glendon College, 2275 Bayview Avenue, Toronto (Ontario), Canada, M3J 1K3. For consideration, please send a letter of interest, curriculum vitae, and a list of references to: Professor Yves Frenette, Chair, Department of Multicultural Studies, Glendon College, 2275 Bayview Avenue, Toronto (Ontario), Canada, M3J 1K3. Date of appointment: July 1, 2006. Applicants should also arrange to have three letters of reference sent directly to the Chair of the Department. At least one of the referees should address teaching. The deadline for applications is March 15, 2006. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/eqadobe/](http://www.yorku.ca/eqadobe/) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

## LIBRARY SCIENCES — York University

Osgoode Hall Law School, Osgoode Hall, York University is seeking a Head of Public Services for the largest academic law library in Canada. Reporting to the Chief Librarian, the Head of Public Services will provide leadership within the department and will oversee the areas of reference, research, and information services. As a dedicated team member, the Head of Public Services will plan and develop services within the library, will assist with the development and implementation of professional leadership initiatives and play a key role in setting goals and developing policies. The successful candidate will possess an ALA accredited Master's degree in library science or equivalent library science education and LBL or equivalent legal education and application procedures visit website: <http://www.yorku.ca/cadobee/>, click on "academic positions". York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/eqadobe/](http://www.yorku.ca/eqadobe/) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

## LINGUISTICS — Simon Fraser University

The Department of Linguistics at Simon Fraser University is accepting applications for a Limited Term position to start September 1, 2006 and end April 31, 2007. The appointment will be made at the Assistant Professor rank. A primary specialization in syntax with expertise in morphology is required for this position. The successful candidate will be assigned teaching duties in syntax and morphology at all levels of the undergraduate program. Candidates should hold a PhD in linguistics and have demonstrated research strength in the area of their specialization. Some experience in teaching linguistic courses is expected. The departmental web site is <http://www.sfu.ca/linguistics>. This position is subject to final budgetary approval. Closing date for receipt of applications is April 15, 2006. Interested persons are invited to send a letter of application, curriculum vitae, and the names and addresses of at least three referees to: Dr. Zia McRobbie, Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr., Burnaby, B.C., Canada, V5A 1S6. Phone: (604) 291-3554; Fax: (604) 291-5659; e-mail: [mcrobbie@sfu.ca](mailto:mcrobbie@sfu.ca).

sfu.ca. Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nation peoples. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html).

## LINGUISTICS — Simon Fraser University

The Department of Linguistics at Simon Fraser University is accepting applications for a Limited Term Lecturer position to start May 1, 2006 and end April 30, 2007. The successful applicant will be asked to teach a total of 8 courses in TESL (Teaching English as a Second Language), and introductory general linguistics. Simon Fraser University operates on a trimester system with sessions in the Summer, Fall and Spring of 2006/2007. Candidates should hold a PhD (or be near completion) in linguistics and be able to demonstrate university level teaching ability. Candidates will be expected to have an active research record. The departmental web site is <http://www.sfu.ca/linguistics>. This position is subject to final budgetary approval. Closing date for receipt of applications is March 15, 2006. Interested persons are invited to send a letter of application, curriculum vitae and the names and addresses of at least three referees to: Dr. Zia McRobbie, Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr., Burnaby, B.C., Canada, V5A 1S6. Phone: (604) 291-3554; Fax: (604) 291-5659; e-mail: [mcrobbie@sfu.ca](mailto:mcrobbie@sfu.ca).

Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nation peoples. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html).

3554; Fax: (604) 291-5659; e-mail: [mcrobbie@sfu.ca](mailto:mcrobbie@sfu.ca). Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and First Nation peoples. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html).



## The University of Western Ontario | Schulich School of Medicine & Dentistry Assistant Professor in Skeletal Biology

The Division of Oral Biology at The University of Western Ontario is seeking an outstanding candidate for a probationary (tenure-track) appointment at the rank of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment may be made at the Associate Professor or Professor rank with tenure. Applicants must have a PhD or equivalent and at least 3 years postdoctoral experience. Candidates with interests in tissue engineering, cellular and molecular biology, regenerative medicine, stem cell biology, gene therapy or skeletal imaging are encouraged to apply. It is expected that the successful candidate will establish an externally funded research program in the field of skeletal biology and join the CHIR Group in Skeletal Development and Remodeling, whose current interests include the developmental biology of cartilage and bone, biomineralization, extracellular matrix, signal transduction and membrane biophysics. The successful candidate will also participate in the teaching and service activities of the Division of Oral Biology, and be considered for cross-appointment in an appropriate basic science department within the Schulich School of Medicine & Dentistry.

The CHIR Group in Skeletal Development and Remodeling is housed within recently renovated laboratories and offices, equipped with cutting-edge instrumentation for confocal and ratiometric fluorescence imaging, patch-clamp electrophysiology, gene expression analyses, bioinformatics, advanced protein purification and the generation and analysis of genetically modified mice. The successful applicant will also have access to city-wide core facilities including the London Regional Genomics Centre (for microarray analyses), London Regional Proteomics Centre (for structural biology and mass spectrometry) and the London Regional Innovarium (state-of-the-art animal facilities).

The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The campus is in the city of London (population 340,000) located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City." London boasts an international airport, art galleries, theatres, and a variety of music and sporting events.

Applicants should send: 1) curriculum vitae, 2) reprints of selected publications, 3) brief statement of future research plans, and 4) names of three references to: Dr. H. S. Sandhu, Acting Director, Dentistry, Schulich School of Medicine and Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until the position is filled. Expected start date is July 1, 2006.

Position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

For additional information, please see:

[www.chirskelletal.ca](http://www.chirskelletal.ca) | [www.uwo.ca](http://www.uwo.ca) | [www.goodmovelondon.com](http://www.goodmovelondon.com)

# Chair

## Department of Electrical & Computer Engineering

Concordia University's faculty of Engineering & Computer Science is seeking a dynamic leader for its Department of Electrical & Computer Engineering. We are looking for an accomplished scholar who can provide academic and administrative leadership to one of the best ECE Departments in Canada. Candidates should have a PhD in electrical or computer engineering, excellent research and teaching record, record of strong external research funding, demonstrated administrative abilities, and registration or commitment to registration as a professional engineer. Excellent communications skills and demonstrated outreach to the community and profession are required.

The Department has 45 faculty complement specialized in the areas of Communications, Software Engineering, Power, Electronics, and Computer Hardware. It offers undergraduate programs in Electrical Engineering (Electronics/Systems and Telecommunications) and Computer Engineering (Systems Hardware and Systems Software) in regular and coop streams. At the graduate level, the Department offers MASC, MENG and PhD programs, as well as several graduate certificates. The Department caters to part time and full time students; 971 undergraduate and 416 graduate research, in addition to 376 enrolled in graduate course programs. The Department renowned in many areas of research, it has 8 Canada and Concordia Research Chairs and several Research Centers of Excellence.

The Faculty of Engineering & Computer Science is recognized as one of the most dynamic and innovative schools of engineering in Canada. It has a complement of 175 faculty members in the departments of Building, Civil & Environmental Engineering, Computer Science & Software Engineering, Mechanical & Industrial Engineering, Electrical & Computer Engineering, Concordia Institute for Information Systems Engineering, and the General Studies Unit.

Applications and nominations should be forwarded to:

Dean, Faculty of Engineering & Computer Science  
Concordia University  
1455 de Maisonneuve Blvd. West, EV2.169  
Montreal, Quebec, Canada, H3G 1M8

For more information on our Faculty, visit our Website: [www.ence.concordia.ca](http://www.ence.concordia.ca)

Candidates will be considered as of March 15<sup>th</sup>, until the position is filled.

Concordia University is committed to employment equity.



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UNIVERSITY

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## CAREERS CARRIÈRES

## M

**MANAGEMENT** — University of Toronto at Scarborough. The Department of Management at the University of Toronto at Scarborough ([www.utoronto.ca/~mgmt/](http://www.utoronto.ca/~mgmt/)) is recruiting a Lecturer to teach a first-year introduction to management course. In a large lecture setting, as well as upper-level courses in the applicant's areas of interest. Duties also include participating in the governance of the Department of Management, and a requirement to do pedagogical research. Candidates should have a relevant graduate degree or professional qualification. The position is initially for one year beginning July 1, 2006 and is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (only hardcopy applications will be accepted). The deadline for applications is March 31, 2006. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**MANAGEMENT** — University of Ottawa. The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date. In the area of Public Affairs. The Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in social sciences, including philosophy and international development. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingual details, please refer to our website at [www.socialsciences.utoronto.ca/eng/](http://www.socialsciences.utoronto.ca/eng/). Please send applications and all documentation required to: Marcel LeFevre, Vice-Dean, Research, Faculty of Social Sciences, University of Ottawa, 550 Cumberland, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment-equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

**REGINA** — First Nations University of Canada (Regina Campus). The First Nations University of Canada is a First Nations controlled University of Regina with a growing enrolment of over 2000 students and over 65 full time faculty. Our mission is to enhance the quality of life and to preserve, protect, and interpret the history, language, culture, and artistic heritage of First Nations. The University provides educational opportunities to both First Nations and Non-First Nations students from a provincial, national and international base. Since our inception in 1976, the First Nations University of Canada has earned an international reputation as a visionary academic leader. The First Nations University of Canada is accepting applications for a 1-year term Mathematics faculty position with the possibility of an extension in the Department of Science. The programs in the Department of Science involve mathematics and are designed to give students a maximum level of support and to provide clear accessibility to a variety of science careers. Additionally, our courses have a strong emphasis on First Nations perspectives, and strive to illustrate the relevance of the natural and mathematical sciences to contemporary First Nations realities. Issues and concerns. The successful candidates will possess a PhD (ABO considered) or terminal degree. A strong background in mathematics and statistics is required. Experience working, teaching or living in a First Nations environment and the ability to speak a First Nations language would be a definite asset. The salary will be determined depending on qualifications and experience. The term appointment is effective May 1, 2006 to April 30, 2007, and is subject to budgetary approval. Relocation assistance will be provided if necessary. Application procedures: Preference will be given to First Nations, Aboriginal and other designated group members (SRRC #203-13) therefore, please indicate your status on the covering letter. Applications should include an up-to-date Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, and the names of at least three referees by March 31st, 2006 to: Florence Watson, Human Resources, First Nations University of Canada, 1000 University Way, Regina, SK, S4S 7K2; Ph: (306) 790-5520 Ext. 2510; Fax: (306) 790-5997; Email: [hr@firstnationsuniversity.ca](mailto:hr@firstnationsuniversity.ca)

**MECHANICAL ENGINEERING** — University of Waterloo. The Department of Mechanical Engineering, University of Waterloo, invites applications for a tenure track position at the Assistant or Associate Professor level in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.eng.uwaterloo.ca/> and <http://mech21.uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, flow, turbomachinery and flow fields in life safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates will demonstrate potential for research in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate students, and undertaking an active research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be re-

quested to apply for professional registration at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

**MECHANICAL ENGINEERING** — University of Waterloo. An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo. In support of a new initiative in Mechanical Engineering, the University of Waterloo is committed to a significant thrust in Mechanical Engineering. As part of this thrust, a significant capital expansion is underway. Information about the Faculty and Department can be found at [www.eng.uwaterloo.ca/](http://www.eng.uwaterloo.ca/) and at [www.me.uwaterloo.ca/](http://me.uwaterloo.ca/). The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals with expertise in electromechanical design, which is centred on dynamics, vibrations or other closely related areas, a tenure-track position at the assistant, associate, or full professor rank. The successful applicant will join our Solid Body Mechanics and Mechanical Design group but also have close liaison with our Mechatronics research programs. This search is part of an ongoing program in the Department of Mechanical Engineering, representing an increase in annual intake of 100 students. Outlets will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to solid mechanics. Applicants must hold a PhD degree, have excellent communication skills, and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-6197. Applications and inquiries should be sent to [mech21@uwaterloo.ca](mailto:mech21@uwaterloo.ca). All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

**MICROBIOLOGY & IMMUNOLOGY** — The University of Western Ontario. The Department of Microbiology and Immunology is seeking a microbiologist for a probationary Assistant Professor position at the level of Associate Professor. The successful candidate will contribute to research and teaching in the area of mechanisms of infections, particularly in the interplay of pathogen, host and normal flora using the tools of functional genomics. The candidate will have strong linkages with existing research strengths in cell signalling, human genetics, structure-function, evolution of microbes and infection and immunity. Priority will be given to candidates with research interests and expertise in the area of functional genomics which will complement existing areas of research strengths within the department. The successful candidate will be expected to participate in the teaching programs of the department at the undergraduate and graduate levels. The successful candidate will hold a PhD degree, M.O. or equivalent and is expected to establish an independent, externally funded research program and collaborate with other at the University, J.P. Roberts Research Institute and Lawson Health Research Institute. With a full-time enrolment of about 32,000 The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The campus is in London, a city of 340,000, located mid-way between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music, and sporting events (see [www.pood.maydon.com/](http://www.pood.maydon.com/)). As appropriate, assistance will be provided in helping to relocate and find suitable housing. The Department of Microbiology and Immunology has 23 full time faculty members, numerous cross and joint appointed faculty in basic and clinical disciplines, and research interests. There are more than 60 graduate students at the MSc and PhD levels in the Microbiology and Immunology Graduate Program. Further information about the Department may be found at <http://www.uwo.ca/mi/>. The Department and the Schulich School of Medicine & Dentistry are equipped with state-of-the-art research facilities, including a number of recently funded infrastructural programs supporting thematic clusters. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

[www.careers.uwaterloo.ca](http://www.careers.uwaterloo.ca)

## MALASPINA University & College

Located on beautiful Vancouver Island, Malaspina University-College is a regional comprehensive university & college with a global reach. Our faculty are dedicated to excellence in teaching and learning, and research is encouraged.

We are now accepting applications for the following faculty positions:

**Professor of History**

Comp. 06-4003 closes 1 pm April 13/06

**Professor of English**

Comp. 06-4004 closes 1 pm April 6/06

**Art Instructor**

Comp. 06-4002 closes 1 pm February 23/06

**Professor of Tourism & Recreation Management**

Comp. 06-4005 closes 1 pm March 30/06

**Instructor of Tourism & Recreation Management**

Comp. 06-4001 closes 1 pm March 30/06

For full details, click on Employment Opportunities on the Malaspina University-College website [www.mala.ca](http://www.mala.ca).

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The Right Choice for university & college

## Canada Research Chair (Tier II) Gas Resource Engineering

Dalhousie University invites applications and nominations for a Tier II Canada Research Chair in Gas Resource Engineering. The tenure-track appointment will be at the rank of Assistant or Associate Professor to a department in the Faculty of Engineering appropriate to the experience and research interests of the successful candidate.

A Tier II Chair candidate must have demonstrated research potential and be acknowledged by peers as having the ability to lead in the chosen research field. More information about Canada Research Chairs is available at <http://chairs.gc.ca>. Consideration will be given to individuals with strong communication skills, demonstrated research excellence, and teaching ability. The successful candidate should have broad knowledge in oil and gas engineering, with a proven ability to collaborate with other researchers. Current research interests in this area within the Faculty include: development of unconventional gas resources (e.g., coalbed methane), gas reservoir characterization, monitoring and modeling, wellbore drilling and stability, petroleum geomechanics, innovative technology for gas storage and transportation and environment protection. For further information on the Faculty of Engineering, please visit <http://engineering.dal.ca>.

Review of applicants will commence on March 31, 2006 and continue until a suitable candidate is selected.

Applicants should submit curriculum vitae, statement of research and teaching interests, and the names of at least three referees to:

M. Satish, Associate Dean  
Graduate Studies & Research  
Faculty of Engineering  
Dalhousie University  
P.O. Box 1000, Halifax  
Nova Scotia B3J 2X4



Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.



## Director, Glen Sather Sports Medicine Clinic

The University of Alberta, Edmonton, Alberta, invites applications for the position of Director of the Glen Sather Sports Medicine Clinic, a tenure track position at a rank suited to the credentials of the successful applicant with a suggested start date of July 1, 2006. This is an administrative appointment with support to enable the Director to maintain an active research program and involvement in the clinical and teaching elements of the clinic. The successful candidate will establish the appropriate blend of administration, clinical practice, teaching and research in consultation with the Board of Directors of the Clinic.

The successful candidate will possess qualifications commensurate with their discipline (either a Ph.D. or M.D.) and a commitment to fostering excellent teaching, research and patient care. The University is interested in attracting individuals who are considered to be emerging leaders in sports medicine. The successful candidate will have a commitment to fostering interdisciplinary teaching and research, and to maintaining and enhancing existing centre programs and developing new initiatives. The search and selection committee welcomes individuals associated with the disciplines of medicine, rehabilitation medicine, physical education/kinesiology or another related discipline.

The Glen Sather University of Alberta Sports Medicine Clinic is a multi-faceted facility currently housed in the Physical Education Complex on the University of Alberta Campus. The clinic is a joint venture between the Faculties of Physical Education and Recreation, Medicine, and Rehabilitation Medicine. Staffed by physicians and physical therapists that specialize in the assessment, diagnosis, treatment, and rehabilitation of orthopaedic and sports related injury, the Clinic opened in October of 1988 and was designed to serve the needs of both competitive and recreationally active individuals alike. The Clinic's interdisciplinary approach to care, its functional approach to rehabilitation, and the emphasis placed on patient education and home programming has lent to the success of our practice and the continued demand for service, not only in the area of sports medicine, but in the care of musculoskeletal injury arising from other causes. The clinic will soon be relocated in the universities new Health Sciences Ambulatory Learning Centre, a \$700 million state of the art centre dedicated to the integration of teaching, research and clinical practice, which will provide the clinic with triple its present square footage.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents can be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The oldest Faculty of its type in the Commonwealth, the Faculty of Physical Education and Recreation serves approximately 1100 undergraduate and graduate students. It offers several degree programs: BA, BPE, BSc Kinesiology, MSc, MA and PhD as well as a combined BPE/ED that is offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers an MBA in Sport & Leisure Management. In addition to its academic programs, the Faculty has an extensive Varsity Athletic Program of 21 teams and an extremely large and active Campus Recreation Program. The Faculty has full operational responsibilities for University sport and recreation facilities.

The Faculty of Medicine and Dentistry is one of Canada's foremost health science faculties, with research revenues exceeding \$144 million annually. The Faculty provides educational programs for some of Canada's most outstanding medical and dental students, and provides a diversity of graduate programs in the basic and clinical sciences. The Faculty works in close partnership with Capital Health, one of Canada's most outstanding health regions.

As one of the few independent Faculties of Rehabilitation Medicine in North America, the University of Alberta's Faculty is proud of the outstanding academic environment it offers its students. The Faculty of Rehabilitation Medicine houses programs in Physical Therapy, Occupational Therapy, and Speech-Language Pathology, and also offers interdisciplinary research master's and doctoral programs in rehabilitation science.

Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests, and the names of three references (including addresses, phone/fax and e-mail addresses). Review of applications will commence April 30, 2006, and will continue until the position is filled. Please direct correspondence to:

Dr. Michael J. Mahon  
Dean  
Faculty of Physical Education and Recreation and Chair,  
Search and Selection Committee  
Room W1-34, Van Vleet Centre  
University of Alberta  
Edmonton, Alberta, Canada T6G 2H9  
E-mail: [mike.mahon@ualberta.ca](mailto:mike.mahon@ualberta.ca)  
Telephone: (780) 492-3364; Fax: (780) 492-1008



## CAREERS CAREERS CAREERS

Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, one or two representative publications, and the names of three referees to: Chair, Department of Microbiology and Immunology, Box 210, Dental Sciences Bldg., The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Applications will be accepted on a rolling basis. The review of applications will begin in May 1, 2006.

**■ MICROBIOLOGY & IMMUNOLOGY** — Queen's University. The Department of Microbiology and Immunology in the Faculty of Health Sciences at Queen's University, Kingston, Ontario is recruiting to 2 full-time tenure track faculty positions, one at the rank of Assistant Professor and the second at Assistant Professor or Higher. Successful candidates are expected to develop vigorous, externally-funded research programs using contemporary approaches to study host-pathogen interactions or molecular pathogenesis of disease and to contribute to teaching and mentoring in the Department's undergraduate and graduate programs. Demonstrated expertise in either Immunology, with an emphasis on host responses to infectious agents, or microbial pathogenesis focused on viral or bacterial infectious agents is preferred. It is expected that the successful candidates will have the potential to support a growing core of faculty in cellular/molecular microbiology (immunology). Opportunities to collaborate with faculty at other sciences and with research units across campus are numerous and such collaboration is encouraged. Queen's is a research-intensive university on the North-East shore of Lake Ontario in the historic limestone city of Kingston and near to major urban centres such as Toronto, Ottawa and Montreal. Individuals with a PhD or equivalent and postdoctoral experience are invited to submit a curriculum vitae, statement of research interests, and the names of three referees to: Dr. Keith Poole, Chair, Microbiology and Immunology Search Committee, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Review of applications will commence on April 15, 2006. Applications will be accepted until the positions are filled. The University of Western Ontario is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The search committee for the University is governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University. The Collective Agreement is posted at <http://www.queensu.ca/qafa>.

**■ MICROPALEONTOLOGY** — University of Alberta. The Department of Earth and Atmospheric Sciences at the University of Alberta invites applications for a tenure-track position at the Assistant or Associate Professor level in the field of Micropaleontology. Specific applications of interest include paleontology, stratigraphy, sedimentology, and paleo-environmental reconstruction. The successful candidate will be nominated for a Canada Research Chair Tier II. For more information about the Department and the University of Alberta, please see the Department's web page: <http://www.ualberta.ca/Earth>. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal people.

**■ MUSIC** — The University of Western Ontario. The Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario seeks an Artist Teacher of Percussion for a two-year Limited Term appointment beginning September 1, 2006. Candidates must have established a professional career with a commitment to developing a personal studio at both the undergraduate and graduate level. Responsibilities will include private studio teaching, percussion ensemble, and instruction in instrumental techniques. Minimum academic requirements for this position are a doctorate or equivalent. Send letters of application, curriculum vitae, three letters of reference indicating first-hand knowledge of the candidate's teaching, and a compact disc containing at least two recent performances to: Prof. James R. McKay, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Review of applications will begin May 1, 2006. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## N

## NANOTECHNOLOGY ENGINEERING

University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's exciting nanotechnology program (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g. quantum structures, molecular electronics), micro/nano-instruments (e.g. nano-scale spectroscopy, fluidics), nanobiophysics (e.g. nanomedicine, biomaterials), and nanomaterials (e.g. nanocomposites, nano-engineered membranes). The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories, nanofabrication structures and devices. Excellent research and teaching lab facilities are being established across the university. Includes a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of three referees, a short description of research accomplishments, a teaching statement and a research statement. They may also include the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 2A1, Canada; email: [necol@uwaterloo.ca](mailto:necol@uwaterloo.ca). With a student population of 22,000 and six faculties, the University of Waterloo is one of the fastest growing universities in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University is the most innovative university in Canada with a population of 500,000. The area is the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and men of visible minorities, national, ethnic and racial minorities with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

## NURSING

University of British Columbia. The Faculty of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant, Associate or Full Professor. UBC was Canada's first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research. We offer innovative and exciting baccalaureate, master's and doctoral nursing programs and have active affiliations with a wide variety of clinical practice agency and research partners. UBC is among Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing or a related discipline (earned or near completion), a Master's degree in Nursing (preferred), and be eligible for registration with the College of Registered Nurses of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing. Successful candidates will demonstrate, or show potential for, excellence in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail, email or fax your letter of application, accompanied by curriculum vitae and contact information for three referees to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, 1203-2215 Westbrook Mall, Vancouver, BC, Canada, V6T 2B5. Fax: 604-222-7423; Email: [DirectorOffice@nursing.ubc.ca](mailto:DirectorOffice@nursing.ubc.ca). The final deadline for these positions will be April 1, 2006. Expected start date for these positions will be July 1, 2006. September 1, 2006, or January 1, 2007. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Further information on the School of Nursing is available at <http://www.nursing.ubc.ca> and information on the employment environment at the University of Applied Science is available at <http://www.apsc.uvic.ca/careers>.

## NURSING

University of Western Ontario. The Faculty of Health Sciences at the University of Western Ontario invites applications for a limited-term position of up to five years in the School of Nursing. The successful candidate will be responsible for classroom and clinical teaching, scholarly activity and service in the Western-Fanhsua Collaborative BScN program. The focus of the teaching is health, patients' experiences with chronic, acute, and episodic health challenges, and interpersonal relationships. The positions require a completed MSN, evidence of recent clinical practice in an acute care, and eligibility certificate of registration with the College of Nurses of Ontario. The Western-Fanhsua Collaborative BScN program is offered in partnership with Fanhsua College of Applied Arts and Technology. Students are admitted to either site for the first two years of the program with all students enrolled at Western for the third year and half of the final year of the program. Successful candidates will be based at Western. The School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences. University-wide programs to enhance teaching are offered regularly. Educational and research programs are supported by excellent relationships with health care and community agencies. The effective date of appointments is July 1, 2006. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Carole Orchard, Director, Faculty of Health Sciences, School of Nursing, Room H4, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1, <http://www.uwo.ca/hs/nursing/>. The deadline for receipt of applications is April 13, 2006. Please quote number HS 055 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

## OCCUPATIONAL THERAPY

The University of Western Ontario. The School of Occupational Therapy at the University of Western Ontario invites applications for a probationary appointment at the rank of Assistant or Associate Professor. The successful candidate will preferably have expertise in physical and/or mental health and occupational science and will have a commitment to the implementation of principles of evidence-based practice. All qualified candidates will be considered. Responsibilities include: teaching assigned courses in our Master's entry level professional and research programs. Supervision of graduate students, research related to occupational therapy and/or occupational science, and administrative duties within the School. Graduates must be professional Therapists with a PhD or near completion, be eligible for registration with the College of Occupational Therapists of Ontario (COT), and provide clear evidence of occupational therapy expertise. Rank will be commensurate with experience and qualifications. The School is progressive with a strong commitment to the development of occupational therapy as an academic discipline. We are in the final planning stages for the implementation of both masters and doctoral programs in occupational science. The School has a research profile that receives both national and international recognition. We have excellent teaching and research facilities as well as research and community facilities to support the development of occupational therapy.

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## ONCOLOGY

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## ONCOLOGY



## CAREERS CARRIÈRES

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**■ PHARMACY — University of Waterloo**  
The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmacokinetics, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical immunology, and

bioinformatics. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds

on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at [www.pharmacy.uwaterloo.ca](http://www.pharmacy.uwaterloo.ca). Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the University, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encour-

aged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applicants should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy (400-500 words, 1-2 pages) of the proposed research program, and 5) a concise statement regarding experience with research and practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ PHARMACY — University of Waterloo**  
The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmacokinetics, primary care, international health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at [www.pharmacy.uwaterloo.ca](http://www.pharmacy.uwaterloo.ca). Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener Waterloo Centre for Family Medicine, which will be involved in training Family Medicine

Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including UW's new Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD, MSc, or PhD degree. Candidates must have evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-trans and/or multi-disciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experience in inter-trans, and multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ PHILOSOPHIE — Université d'Ottawa**  
La Faculté des sciences sociales à l'Université d'Ottawa cherche à combler jusqu'à quatre postes menant à la permanence, sujet à l'approbation budgétaire, à compter du 1er juillet 2006 ou à une date ultérieure, dans le domaine des affaires publiques. La Faculté recherche des candidats avec un doctorat, qui peuvent démontrer l'excellence dans l'enseignement et la recherche. La Faculté cherche ses candidats dont les intérêts en recherche et en enseignement couvrent la gestion publique selon une perspective disciplinaire ou interdisciplinaire. Les postes sont ouverts aux détenteurs d'un doctorat dans toutes les disciplines des sciences sociales, y compris la philosophie et le développement international. Le salaire sera établi selon les qualifications. L'étude des demandes débutera le 27 février 2006 et continuera jusqu'à ce que les postes soient comblés avec succès. Pour de plus amples renseignements sur ces postes, le bilinguisme, les domaines de spécialisation et les détails d'application, veuillez consulter notre site Web au [www.sciences](http://www.sciences)

sociales [ottawa.ca/tra/](http://ottawa.ca/tra/). Veuillez faire parvenir votre dossier de candidature et tous les documents exigés à: Marcel Merré, Vice-doyen, Recherche, Faculté des sciences sociales, Université d'Ottawa, 550, rue Cumberland, pièce 302, Ottawa (Ontario) K1N 6N5. Conformément aux exigences d'immigration du Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre l'équité d'emploi et en encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

**■ PHILOSOPHY — University of Ottawa**  
The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date, in the area of Public Affairs. The Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in social sciences, including philosophy and international development. Salary will be commensurate with qualifications. Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.sciences.ottawa.ca/eng/](http://www.sciences.ottawa.ca/eng/). Please send applications and all documentation required to: Marcel Merré, Vice-Doyen, Recherche, Faculté des Sciences Sociales, Université d'Ottawa, 550 Cumberland, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

**■ PHYSICS — University of Waterloo**  
The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early universe and inflationary cosmology, standard

## Assistant Professor Health Promotion School of Physical & Health Education

The School of Physical and Health Education at Queen's University invites applications for a three-year non-renewable position at the rank of Assistant Professor in the broadly defined area of health promotion beginning July 1, 2006. The School welcomes outstanding individuals with a demonstrated commitment to excellence in research and teaching whose interests focus on the psycho-social determinants of health.

Candidates with expertise in health promotion, program design and evaluation and behaviour change are encouraged to apply. Candidates whose interests and expertise transcend the boundaries among these areas will also be considered. The successful candidate must be able to teach senior level courses in program design and evaluation and health behaviour change. All candidates should hold a Ph.D. degree.

Applications will be accepted until **March 30th, 2006** or until a suitable candidate is identified. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly productivity as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to **Dr. Janice Deakin, Director, School of Physical and Health Education, PEC 223, Queen's University, Kingston Ontario Canada K7L 3N6**. Tel (613)-533-6601; Fax: (613) 533-2009; Email: [sphe.director@queensu.ca](mailto:sphe.director@queensu.ca).

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent residents will be given priority. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.queensu.ca/qufa>.



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

[www.queensu.ca](http://www.queensu.ca)



McGill

## Full/Assistant Professor & Director, Medical Genetics Program McGill University Health Centre

The McGill University Health Centre (MUHC) seeks candidates for the position of Director of the Medical Genetics Program

Candidates must have an MD degree or equivalent with specialty training in Medical Genetics and strong leadership skills in patient care, teaching and research. The candidate is expected to lead an internationally recognized academic Program of Medical Genetics, one of the strongest research groups at McGill, with substantial funding and numerous research trainees. The candidate is expected to coordinate the Medical Genetics Program across all current sites and missions of the MUHC, to ensure its smooth transition to the new buildings on the Glen site, and to ensure optimal, cost effective and efficient function of Medical Genetics clinical and laboratory services. The staff of the Medical Genetics Program are major participants in the activities

of the McGill Department of Human Genetics, which coordinates undergraduate and postgraduate teaching in Human Genetics throughout the University.

Faculty rank and remuneration for the successful candidate will be based on individual qualifications. Interested applicants should send a statement of interest, C.V. and e-mail address by April 1, 2006 to:

**Dr. Micheline Ste-Marie**  
Associate Director of Professional Services  
The Montreal Children's Hospital  
Room F-333  
2300 Tupper St.  
Montreal, QC H3H 1P3  
[micheline.ste-marie@mcuhc.mcgill.ca](mailto:micheline.ste-marie@mcuhc.mcgill.ca)

Candidates would benefit from a working knowledge of both official languages. Les candidats tireront avantage d'une connaissance des deux langues officielles. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)

## Retiring? CAUT wants you ...

The Canadian Association of University Teachers (CAUT) is the national voice for academic staff. Representing 48,000 teachers, librarians, researchers and other academic professionals, CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of public post-secondary education in Canada. From lobbying governments to providing collective bargaining and legal support, CAUT actively advances the social and economic interests of its members. CAUT offers conferences, courses and workshops on a range of issues, investigates threats to academic freedom, undertakes extensive research and works in national and international coalitions dedicated to the welfare of academic staff and students.

If you are retiring and are no longer eligible to remain a member of CAUT through your local faculty association, you may wish to join CAUT as an individual retired associate member. Associate membership keeps you connected with colleagues across the country and provides you with an opportunity to participate in CAUT's various activities, including service on standing committees.

- Benefits include:
- Subscription to the CAUT Bulletin
  - Eligibility to hold office and serve on CAUT committees
  - Supplemental health and dental insurance
  - Group life insurance
  - Group home and auto insurance

To obtain retired associate member status in CAUT, simply fill out the form below and mail with your cheque to: CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

### RETIRED ASSOCIATE MEMBERSHIP

Name:

Address:

Institution where last employed:

Date of Retirement:

One year  
for only  
**\$30**

CAUT



■ **PLANNING (URBAN DESIGN)** — University of Waterloo. Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for lead enship in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios). The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We, therefore, encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

*The University is an equal opportunity employer and is committed to a No-Smoking Policy*

UNIVERSITY  
of GUELPH







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## CAREERS CARRIÈRES

Cultures and Sustainable Societies. Applicants will have backgrounds in, or experience including critical political economy of globalization, indigenous cultures, sustainable societies and/or post colonial theory. Applicants should have a clearly developed research agenda. The successful applicant will be expected to teach courses, for example, in Introduction to Post Colonial Study, First Nations of North America, World and Global Inequality, Globalism and Culture, Sustainable Societies, Global Colonialism and Decolonization, Advanced Theories of Sustainability, and Advanced Post Colonial Theory. Applicants should forward a curriculum vitae, a statement of teaching and research interests, teaching portfolio, demonstrated expertise in teaching and three confidential letters of reference to: Dr. Cheryl Gosselin, Assistant Professor, Chair, Sociology Department, Women's Studies Coordinator, Bishop's University, Lennoxville, QC, J1M 1Z7. This position is subject to budgetary approval. The closing date for application is April 10, 2006. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.

**SOCIOLOGY** – Brock University. The Department of Sociology at Brock University invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, effective July 1, 2006. The

successful candidate will have a recently completed PhD in Sociology, or a related discipline, evidence of successful undergraduate teaching, and a demonstrated expertise in critical criminology and sociological studies. The successful candidate will have the ability to support undergraduate and graduate courses in social justice and equity studies. Other expectations include developing an independent research program and involvement in the academic community. Applicants should submit by March 31, 2006 a letter of application, accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to: Dr. Murray Smith, Chair, Department of Sociology, Brock University, St. Catharines, Ontario, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in the faculty; qualified men and women candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found at [www.brocku.ca](http://www.brocku.ca) and on our department at [www.brocku.ca/sociology](http://www.brocku.ca/sociology).

**SOCIOLOGY** – University of Waterloo. Applications are invited for a tenure-track position at the Assistant or Associate Professor level in the Department of Sociology. Areas of expertise sought: either social stratification (in a broad sense, including either causes or consequences of inequality) or the general area of organizations/occupations/industry/work. The University of Waterloo has offered the PhD in Sociology

since 1969 and the program is now in a growth phase. The Department of Sociology shares space with the Southeastern Ontario Research Data Centre ([www.rdc.uwaterloo.ca](http://www.rdc.uwaterloo.ca)), is active in the University of Waterloo Survey Research Centre ([www.surveysoc.uwaterloo.ca](http://www.surveysoc.uwaterloo.ca)), runs a Master's level program in survey methodology (alongside a general Master's), is also prominent in ethnographic research and has a strong presence in the interdisciplinary and inter-university religious studies activity at UW. For further information on the department, please visit [www.sociology.uwaterloo.ca](http://www.sociology.uwaterloo.ca). The person hired must have a completed PhD by the start date, 2006 commensurate with qualifications and experience. Anticipated start date: July 1, 2006 or later. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send a curriculum vitae together with a covering letter describing current and proposed research activities, and a sample of published work, to the Chair of the Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Our fax number is 519-746-7326. Enquiries to Laurie McGinley, 519-889-4567, ext. 2421. The CV must include names and contact information for three people prepared to supply a reference on behalf of the applicant. Closing date for applications: March 31st 2006.

**SOCIOLOGY** – University of Ottawa. The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure track faculty positions, subject to budgetary approval, commencing July 1, 2006 or at a later date, in the area of Public Affairs. The Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in social sciences and central to the development of international development. Salary will be commensurate with qualifications. Consideration of applications begins on April 10, 2006 and will continue until the positions are successfully filled. For further information about these positions, including letters of reference, and application details, please refer to our website at [www.socsci.uottawa.ca/eng/](http://www.socsci.uottawa.ca/eng/). Please send applications and all application documents required to: Marcel Merette, Vice-Dean, Research, Faculty of Social Sciences, University of Ottawa, 550 Cumberland, Room 322, Ottawa, ON K1N 6N5.

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

**SOCIOLOGY** – University of Windsor. The University of Windsor invites applications for a 12-month, limited-term faculty position in the Department of Sociology and Anthropology in the area of Qualitative and/or Quantitative Methods commencing 1 July, 2006. For a detailed position description visit our website at: [www.uwindsor.ca/utcs/positions](http://www.uwindsor.ca/utcs/positions). Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2190; Fax: 519-971-3623, Email: [lynne@uwindsor.ca](mailto:lynne@uwindsor.ca).

**SOCIOLOGY** – Saint Mary's University. The Department of Sociology and Criminology invites applications for two nine month seasonal appointments at the Lecturer or Assistant Professor level commencing September 1, 2006.

The Department is seeking candidates with a strong record of teaching in either Introductory Sociology or Classical Criminology Theory. Candidates should have a PhD or be near completion. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Information about the University and Department may be found at [www.smu.ca](http://www.smu.ca). Applicants are asked to submit a curriculum vitae, teaching portfolio, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to: Dr. Madine VanderPlaat, Acting Chair, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are requested for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is April 12, 2006. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

**STATISTICS** – University of New Brunswick. The Department of Computer Science and Applied Statistics at the University of New Brunswick in Saint John invites applications for a 9-month term position in Statistics at the Instructor level beginning August 1, 2006. The position is subject to final budgetary approval. Candidates should have a minimum of a Master's degree in Statistics and teaching experience. Previous experience in statistical consulting and the use of statistical software packages is desirable. Applicants must submit a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number) to: Dr. P.K. Mahanti, Chair, Department of Computer Science and Applied Statistics, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5, fax 506-645-5799, e-mail [csas@unb.ca](mailto:csas@unb.ca). Review of applications will commence immediately and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**SYSTEMS & COMPUTER ENGINEERING** – Carleton University. Applications are invited for two term positions at the Assistant Professor level in the Department of Systems and Computer Engineering.

One position is in the area of Telecommunications Management and Technology Innovation Management. Candidates must have a PhD in Engineering Management, Electrical Engineering, Computer Engineering, or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates must be able to teach graduate and undergraduate courses in the areas of Telecommunications Management and Technology Innovation Management. Candidates must have demonstrated capability in research and real-time embedded systems. Candidates must have demonstrated research expertise in the area of biomedical engineering, instrumentation, medical imaging, sensors, or medical informatics. Preference will be given to candidates with a track record of teaching, research and collaboration with industry. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 250 graduate students and postdoctoral fellows. The Department also conducts technical research in the following areas, and the candidates should be able to relate their research to one or more of these areas: communications networks and systems; network protocols; network computing; real time systems; embedded systems; and software/hardware interfaces; multimedia communication systems; and signal processing. Preference will be given to candidates with a track record of teaching, research and collaboration with industry. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor, and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 250 graduate students. The department takes full advantage of the high concentration of industry, government and university communi-

cations and information technology-oriented research and development organizations in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications firms. It is a major participant in CITO (Communications and Information Technology Ontario), MITACS (Mathematics of Information Technology and Complex Systems) and other federal and Ontario Centres of Excellence and research consortia. Applications, with curriculum vitae and the names of three referees should be sent to: R.A. Goubran, P.Eng., Professor and Chair, Department of Systems and Computer Engineering, Carleton University, 4456 Mackenzie Building, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada; Email: [choubran@carleton.ca](mailto:choubran@carleton.ca); Telephone: (613) 520-5742; Fax: (613) 520-5727. Salary will be commensurate with qualifications and experience. Applications will be accepted until position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

**SYSTEMS & COMPUTER ENGINEERING** – Carleton University. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 2006. Applicants must have a PhD in Engineering Management, Electrical Engineering, Computer Engineering, or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. Candidates should be ready to teach undergraduate and graduate courses in the area of biomedical engineering and real-time embedded systems. Candidates must have demonstrated research expertise in the area of biomedical engineering, instrumentation, medical imaging, sensors, or medical informatics. Preference will be given to candidates with a track record of teaching, research and collaboration with industry. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 250 graduate students and postdoctoral fellows. The Department also conducts technical research in the following areas, and the candidates should be able to relate their research to one or more of these areas: communications networks and systems; network protocols; network computing; real time systems; embedded systems; and software/hardware interfaces; multimedia communication systems; and signal processing. Preference will be given to candidates with a track record of teaching, research and collaboration with industry. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor, and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 250 graduate students. The department takes full advantage of the high concentration of industry, government and university communi-

## CAUT ACPPU

## Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements seeking applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit [www.aaup.org](http://www.aaup.org).

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Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Le Bulletin annonce les offres d'emploi à l'extérieur du Canada à titre de service pour les membres du CAUT qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter [www.aaup.org](http://www.aaup.org).

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The Bulletin is published 10 times during the academic year.

ISSUE	CLASSIFIED	DISPLAY
September	August 3/05	August 10/05
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November	October 5/05	October 12/05
December	November 2/05	November 9/05
January	December 1/05	December 8/05
February	January 4/06	January 11/06
March	February 1/06	February 8/06
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Le Bulletin est publié dix fois pendant l'année universitaire.

NUMERO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	3 août 2005	10 août 2005
Octobre	7 septembre 2005	14 septembre 2005
Novembre	5 octobre 2005	12 octobre 2005
Décembre	2 novembre 2005	9 novembre 2005
Janvier	1 décembre 2005	8 décembre 2005
Février	4 janvier 2006	11 janvier 2006
Mars	1 février 2006	8 février 2006
Avril	1 mars 2006	8 mars 2006
Mai	5 avril 2006	12 avril 2006
Jun	3 mai 2006	10 mai 2006

Les annonces doivent parvenir à l'ACPPU avant la date limite.

Veillez vous adresser à Johanne Smith

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2675, promenade Queensview, Ottawa ON K2B 8K2



# CAREERS CARRIÈRES

positions will be accepted until position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## SYSTEMS & COMPUTER ENGINEERING

**Carleton University** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 2006. Applicants must have a PhD in Electrical Engineering, Computer Engineering, or an equivalent discipline. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. Candidates should be ready to teach undergraduate and graduate courses in the area of biomedical and electrical engineering, and real-time embedded systems. Candidates must have demonstrated capability in research in an area of interest to the Department including: biomedical engineering, sensor systems, computer systems, software engineering, communications systems, as well as others. Preference will be given to candidates with a track record of teaching, research and collaboration with industry. The successful candidate will be expected to be effective as an undergraduate and graduate teacher and as a graduate supervisor, and be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. The Department of Systems and Computer Engineering is research-intensive, hosting a large and active community of some 250 graduate students in several programs, as well as a full suite of undergraduate programs covering the ECS spectrum. Full advantage is taken of the high concentration of industry, government, and university technology organizations in the Ottawa area. The Department is a major participant in CITO (Communications and Information Technology Ottawa), the National Capital Institute of Telecommunications (NCIT) and other research and information technology consortia and Centres of Excellence. More information on the department is available from its web page at <http://www.sce.carleton.ca/>. Applications, with a curriculum vitae and three letters of reference, should be sent to: R.A. Goubran, P.Eng., Professor and Chair, Department of Systems and Computer Engineering, Carleton University, 4456 Mackenzie Building, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Email: [charlie.sce@carleton.ca](mailto:charlie.sce@carleton.ca); Telephone: (613) 520-5742; Fax: (613) 520-5727. Salary will be commensurate with qualifications and experience. Applications will be accepted until position is filled. All qualified candidates are encouraged to apply.

aged to apply, however Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

## T

**THEATRE** — Concordia University. The Department of Theatre at Concordia University is embarking on an exciting period of renewal. We currently offer undergraduate and graduate programs and we are in the process of developing an MFA in Interdisciplinary Performance. We are seeking an interesting combination of artist/scholar to teach undergraduate and graduate students, and to assist in the development and implementation of the new MFA. We are inviting applications for a tenure-track position at the level of Assistant Professor starting on August 1, 2006, pending budgetary approval. In addition to expertise in the area of Theatre Performance, we will give preference to applicants with experience in one or more of the following areas: performance theory, performance art and directing. Candidates should have a terminal degree (MFA or PhD), or in the case of senior artists, a significant body of professional work. Candidates should have experience and demonstrated excellence in scholarship and teaching at the university level, and expertise in new forms will be considered an asset. Successful candidates will be expected to develop and maintain productive research profiles leading to external funding and/or collaborations. Applications, including a cover letter and curriculum vitae and three letters of reference should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke St. West, Montreal, QC, H4B 1R6. Deadline for receipt of applications is March 15, 2006. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

**THEATRE (ACTING/DIRECTING)** — University of Regina. Applications are invited for a 2-year term position in the Theatre Department at the Assistant Professor level to commence July 1, 2006. Primary teaching and administrative responsibilities will be in the undergraduate BFA Acting program and will include directing department productions. Candidates should possess expertise in acting and directing, and a capacity to direct and teach all levels of acting at the undergraduate level. An MFA and/or PhD and/or significant professional theatre experience is required. One or more teaching strengths in any of the following areas will be considered an asset: Voice and Movement, Physical Theatre, Alternative approaches to Theatre, Film and television acting. Application Deadline: February 28, 2006. Please submit a letter of application, curriculum vitae, all university transcripts (originals required), a statement about your philosophy of Theatre and your pedagogy of acting, and the names of three referees who have been asked to send their letters by the deadline date to: Sheila Petty, Dean, Faculty of Fine Arts, University of Regina, Regina, SK, Canada, S4S 0A2. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

**WOMEN'S STUDIES** — University of Ottawa. The Faculty of Social Sciences at the University of Ottawa invites applications for up to four tenure track positions, subject to budgetary approval, commencing July 1, 2006 or at a later date, in the area of Public Affairs. The Faculty welcomes applications from all ranks and seeks candidates with a PhD who can demonstrate excellence in teaching and research. The Faculty is looking for candidates whose research and teaching interests cover public management from a disciplinary or interdisciplinary perspective. Positions are open to PhD holders in any discipline in social sciences, including philosophy and international development. Salary will be commensurate with qualifications.

Consideration of applications will begin on February 27, 2006 and will continue until the positions are successfully filled. For further information about these positions, bilingualism, areas of specialization, and application details, please refer to our website at [www.socialsciences.ottawa.ca/eng/](http://www.socialsciences.ottawa.ca/eng/). Please send applications and all documentation required to: Marcel Mérette, Vice-Dean, Research, Faculty of Social Sciences, University of Ottawa, 550 Cumberland, Room 302, Ottawa, ON, K1N 6N5. In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.

## ACCOMMODATIONS

**EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from September 2006 to June 2007. Centrally located (New Town). All modern conveniences including

central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chubb/Stephen Brown (705) 748-1011 x 1238 Trent University. Email: [kchubb@trentu.ca](mailto:kchubb@trentu.ca) or [sbrown@trentu.ca](mailto:sbrown@trentu.ca)

**PROVENCE, SOUTHERN FRANCE** — Villa For Rent in Southern France, Provence, Sept. 1, 2006 to May 31, 2007. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, indoor swimming pool, tennis court, near Aix-en-Provence. \$1500 per month plus utilities. Contact Dr. Sandra Beckett at 905 687 7315 or [sbeckett@telus.ca](mailto:sbeckett@telus.ca)

**LANGUEDOC, QUEBEC** — Village house in small town with all facilities (40 min. from Montpelier). Fully equipped kitchen, large living 3 bedrooms, one study, terrace, small garden. Available September 1 2006-June 30 2006. \$1,100 per month. (514) 487 2312; [deslaur@vaz2.concordia.ca](mailto:deslaur@vaz2.concordia.ca)

**FRANCE** — Nice, Côte d'Azur, à louer appartement meublé et équipé pour 2, proche des commerces et universités, quartier résidentiel, 10 minutes de la mer et des montagnes. Au moins 2 semaines de location. Téléphone: 005 969-9085.

**OFFERING IN MONTREAL & SEARCHING IN VANCOUVER/VICTORIA** — Three-month sabbatical leave May to August 2006.

Offering fully furnished house for rent in south shore area of Montreal: three bedrooms, two bathrooms, large kitchen, finished basement, playroom, in-ground swimming pool and sundeck. Looking for furnished house or apartment Vancouver for May-June and Victoria for July; minimum two bedrooms, safe area, preferably close to USC and shore area. Telephone: 514-578-8506; Fax 450-677-9698; E-mail: [Pieerre.hardier@burnside.ca](mailto:Pieerre.hardier@burnside.ca)

**PROVENCE, SOUTH OF FRANCE** — Furnished three bedroom house, picturesque Puyboubert, 20 km. from Aix. Available from April for short or term rental. From \$1300 per month inclusive. Bath (416) 586 2580, [bavan@utoronto.ca](mailto:bavan@utoronto.ca), [www.gocities.com/bavan](http://www.gocities.com/bavan)

**HALIFAX, NOVA SCOTIA** — Sabbatical rental, July 2006-June 2007. Fully furnished twohouse, 3 bedrooms, 1.6 1/2 bath, with separate office, 5 appliances, 2 decks and water view. \$1200 per month + utilities (negotiable). Contact Katharine Sibley (902) 457-6712 [Katharine.Sibley@ns.ca](mailto:Katharine.Sibley@ns.ca)

**HALIFAX, NOVA SCOTIA** — House for rent: Prof renting conveniently located 2 bdrm for July 2006 to July 2007; Elizabeth.fitting@dsal.ca

## Faculty of Engineering and Design

Teaching and research in the Faculty of Engineering and Design at Carleton University have a distinguished record of advancing innovations, creating new enterprises in Canada and abroad, and contributing to excellence in many engineering and design practices. We place strong emphasis and priority on integrating concepts and results of advanced research with the education and learning experience we provide to our students at both undergraduate and post-graduate levels. Research in the Faculty is continually evolving and expanding into new spheres that include urban development and environmental sustainability, biomedical devices, opto-electronics, transportation and construction safety, advanced information networks, interactive multimedia design, intelligent computer systems and robotics, human-machine interface factors, design in cultural context, and materials science: all areas of research supported by our multidisciplinary approach in which our leading researchers work closely with their colleagues in various specializations in sciences and humanities.

## We have new tenure-track openings in the following areas:

- Assistant Professor level:
  - School of Architecture
  - School of Information Technology
  - Department of Systems and Computer Engineering

- Term positions:
  - Department of Systems and Computer Engineering

Details of these positions may be found in the individual advertisements in this edition of the *CAUT Bulletin* or on our Web site at [carleton.ca/facultyrecruitment/](http://carleton.ca/facultyrecruitment/)

Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Ontario, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,250 teaching assistants, and 915 administrative staff supporting nearly 23,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community. Its operating budget for 2004-2005, exclusive of ancillary operations, was \$240 million. Sponsored research income reached \$75 million in 2004.

**Carleton UNIVERSITY**  
Canada's Capital University

Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

[carleton.ca/facultyrecruitment](http://carleton.ca/facultyrecruitment)

**Memorial**  
University of Newfoundland

## TWO POSITIONS IN IMMUNOLOGY & INFECTIOUS DISEASES

*Division of Basic Medical Sciences, Faculty of Medicine*

The Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland invites applications for two tenure track faculty positions (VPA#2004-005 and VPA#2005-003) in Immunology and Infectious Diseases at the Assistant Professor level — one of these positions is expected to be in Viral Hepatitis.

Candidates should possess a Ph.D. or equivalent degree, a minimum of two years of post-doctoral experience and a proven track record in the areas of immunology and infectious diseases. Couples are encouraged to apply. The successful applicants will be expected to establish independent research programs and contribute to undergraduate medical and graduate student teaching. Active areas of research within the Immunology program at Memorial University include autoimmunity, viral immunology, tumor immunology and innate immunity. Applicants may refer to the Immunology program website at [www.imed.mun.ca/basic/pages/programs\\_immunology.htm](http://www.imed.mun.ca/basic/pages/programs_immunology.htm) for more information. The Division of Basic Medical Sciences also includes active research groups and graduate programs in Neuroscience, Cancer Research and Cardiovascular/Renal Physiology.

Consideration of applications will begin April 17, 2006 and continue until the position is filled. Applicants must submit a curriculum vitae, a summary of proposed research, and provide the names and addresses of three referees. Forward to: Dr. Karen M. Meunier ([kmeunier@mun.ca](mailto:kmeunier@mun.ca)), Associate Dean, Division of Basic Medical Sciences, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland and Labrador A1B 3X6.

Memorial University is the largest university in Atlantic Canada and, as the only university in the province, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. The university is situated in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

## NSCAD UNIVERSITY

### President

ONE OF CANADA'S MOST REMARKABLE LEARNING INSTITUTIONS REQUIRES ONE OF THE ARTS' MOST PASSIONATE AND ENERGETIC LEADERS.

NSCAD University, formerly the Nova Scotia College of Art and Design, is Canada's premier university dedicated to the visual arts. With nearly 1000 undergraduate and graduate students, and 1500 registrations in Continuing Studies, NSCAD University is uniquely situated as a vital creative centre in historic downtown Halifax, a key contributor to arts, culture and education in Canada and around the globe. Founded in 1887, NSCAD has been granting graduate and undergraduate degrees for more than 30 years, and currently offers BFA, BDes and MFA degrees in Fine and Media Arts, Design and Craft, and a BA degree in Art History.

As NSCAD embraces the new century, we are maintaining and intensifying research and education in traditional art, craft, and design practices, while advancing creative research in new media technologies that are shaping the world and human interaction.

NSCAD seeks a President who will build on our prestige and position as a leading university of the visual arts, both nationally and internationally. The President is the chief academic and administrative officer of the university, reports to the Board of Governors, and is responsible for directing the academic, financial and administrative activities of the university. Our new Strategic Plan, already underway, includes the creation of a second waterfront campus, several new programs of study and an increased faculty base. The new President will respond to NSCAD's Strategic Plan with inventiveness, care, and far-sighted consideration of the future of the institution and of our present and future students.

The ideal candidate will have a compelling record of arts leadership and administrative accomplishments in institutional advancement, including fundraising and government relations; background as an artist or arts scholar; knowledge of current discourses in the visual arts and arts education; the ability to recruit and retain outstanding faculty and staff; an open, respectful and consultative management style, allied with the ability to be decisive; the ability to balance internal organizational needs with external demands.

Please submit all inquiries, nominations and applications to the university's consultants:

Paula Carabelli and Sally Sterling  
Spencer Stuart  
[nscaid@spencerstuart.com](mailto:nscaid@spencerstuart.com)

Applications should include a current resume and letter of interest. All communications will be treated confidentially. Screening will begin immediately and continue until an appointment is made. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

Additional information about NSCAD University, its people, programs and Strategic Plan can be found at [www.nscad.ca](http://www.nscad.ca).

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# NEWS ACTUALITÉS

## Income Tax Promises: A Broad Snapshot

**T**HERE were numerous income tax changes proposed by the previous federal government in last year's economic and fiscal update. However, it is important to note that with the defeat of the minority Liberal government these proposals were not enacted into law. Moreover, the Conservative party specifically campaigned against some of the proposals included in these documents. It is unclear with the current political situation to what extent these proposals will be enacted.

**LIBERALS:** Among the more significant proposed changes of the previous government were the following:

- Effective Jan. 1, 2005, the lowest personal income tax rate will drop from 16 to 15 per cent and the basic personal amount for individuals will increase by \$500, from \$8,149 to \$8,649.

- Effective Jan. 1, 2010, the tax rate of 22 per cent for the second personal income tax bracket will fall to 21 per cent, the tax rate of 26 per cent for the third personal income tax bracket will fall to 25 per cent, and the taxable income threshold at which the top 29 per cent rate begins to apply will be increased to \$200,000.

- The maximum annual child disability benefit will increase from \$2,044 to \$2,300 in July 2006.

- The maximum amount for the refundable medical expense supplement will increase from \$750 to \$1,000 for the 2006 and subsequent taxation years.

- The medical expense tax credit for a dependant other than a child under the age of 18 will be doubled to \$10,000 for the 2005 taxation year.

- Dividends paid after 2005 will be taxed at lower rates over the coming taxation years. The proposal improves the dividend gross up and tax credit on eligible dividends paid to individuals. Eligible dividends are generally dividends paid by public companies.

- The 2006 maximum annual employment insurance contribution will decrease from \$761 to \$729 and to \$597 for Quebec employees because of the new Quebec Parental Insurance Plan (QPIP). Beginning on Jan. 1, 2006 employers, employees and self-employed individuals in Quebec will be required to contribute to the QPIP up to a maximum amount of \$237. The maximum amount of insurable earnings or business income subject to the contribution for 2006 is \$57,000.

- The maximum annual employer and employee Canada Pension Plan contributions for 2006 will increase from \$1,861 to \$1,910. The increase will be the same for the Quebec Pension Plan.

- 2006 Automobile Deduction Limit: The limit on tax-exempt allowances paid by employers to employees will increase by five cents to \$0.50/km for first 5,000 kilometres driven and \$0.44/km for each additional kilometre (45 cents on the first 5,000 kilometres driven and 39 cents for each additional kilometre for 2005). Additional amounts apply to designated northern areas, such as the Yukon, Nunavut and the Northwest Territories.

- The carryforward period for non-capital losses has been extended to 20 years, for losses incurred in taxation years after 2005.

- Investment tax credits earned after 2005 on scientific research and experimental development can be carried forward 20 years.

- RRSP contribution limits will continue to increase at their previously stated rates. The maximum RRSP contribution is \$16,500 for 2005, \$18,000 for 2006, \$19,000 for 2007, \$20,000 for 2008, \$21,000 for 2009 and \$22,000 for 2010. The current plan is to index the maximum RRSP limit for years after 2010.

**CONSERVATIVES:** Some of the proposals documented in the Conservative party platform are as follows:

- The seven per cent goods and services tax will be lowered by one percentage point immediately and by another point in the following four years — ultimately bringing the GST down to five per cent.

- The general business tax rate will be reduced from 21 to 19 per cent in 2010.

- The small business tax rate will be reduced from 12 to 11 per cent over five years.

- The threshold for the small business tax rate will increase from \$300,000 to \$400,000.

- The capital gains tax will be eliminated for individuals on the sale of assets if the proceeds from the sale of the asset are reinvested within six months of the sale.

- The capital gains tax for individuals will be removed when listed stocks are donated to charities.

- All families will receive an annual \$1,200 child care allowance for each child under the age of six. This amount will be taxed in the hands of the lower income spouse starting in 2006.

- Parents of children under the age of 16 who register their children in programs that promote physical fitness may claim a federal tax credit on spending up to \$500 per year per child for registration fees and memberships.

- The first \$10,000 of student scholarship or bursary income would be exempt from taxation. ■

The latest edition of CAUT's Income Tax Guide, covering changes through 2005, is now available electronically in the publications section of the web site at [www.caut.ca/en/publications/incometax](http://www.caut.ca/en/publications/incometax) or order your free guide from Louise D'Anjou ([danjou@caut.ca](mailto:danjou@caut.ca)).

CAUT's 2005 tax guide was edited by Roy Williams, senior partner of Rheaume Williams Kalbfleisch in Ottawa. Although CAUT cannot pay for individual tax counselling or tax advice, individual members with such questions can contact Williams at 613-236-4500 (online [www.windfall.on.ca](http://www.windfall.on.ca)) and take advantage of CAUT-negotiated rates.

## Bilan des baisses promises de l'impôt sur le revenu : d'aujourd'hui jusqu'en 2010

**L**e précédent gouvernement fédéral a proposé de nombreux changements à l'impôt sur le revenu dans la Mise à jour économique et financière de l'année dernière. Toutefois, il faut noter qu'avec la défaite du gouvernement libéral minoritaire, ces propositions n'ont pas obtenu force de loi. De plus, le Parti conservateur a spécifiquement fait campagne contre certaines des propositions incluses dans ces documents. Étant donné la situation politique courante, on ignore dans quelle mesure les lois pertinentes seront adoptées.

**PARTI LIBÉRAL :** Voici les principaux changements proposés par le gouvernement précédent :

- À partir du 1<sup>er</sup> janvier 2005, le palier inférieur des taux d'imposition du revenu des particuliers passera de 16 % à 15 % et l'exemption personnelle de base des particuliers augmentera de 500 \$, passant de 8 149 \$ à 8 649 \$.

- À partir du 1<sup>er</sup> janvier 2010, le taux applicable à la deuxième tranche d'imposition du revenu des particuliers passera de 22 % à 21 %, le taux applicable à la troisième tranche d'imposition du revenu des particuliers passera de 26 % à 25 % et le taux maximum d'imposition du revenu des particuliers s'appliquera aux revenus imposables supérieurs à 200 000 \$.

- La prestation annuelle pour enfants handicapés, actuellement de 2 044 \$ depuis juillet 2005, augmentera à 2 300 \$ en juillet 2006.

- Le montant maximal du supplément remboursable pour frais médicaux passera de 750 \$ à 1 000 \$ en 2006.

- Le crédit d'impôt pour frais médicaux visant une personne à charge autre qu'un enfant de moins de 18 ans sera doublé à 10 000 \$ pour l'année d'imposition 2005.

- Les dividendes versés après 2005 seront imposés à des taux plus faibles au cours des prochaines années d'imposition. Cette proposition améliore la majoration et le crédit fiscal pour les dividendes admissibles payés aux particuliers. Les dividendes admissibles sont généralement ceux versés par les sociétés publiques.

- La cotisation maximale annuelle à l'assurance-emploi pour 2006 passera de 761 \$ à 729 \$ et à 597 \$ pour les contribuables québécois compte tenu du nouveau Régime québécois d'assurance parentale. À partir du 1<sup>er</sup> janvier 2006, les employeurs, les employés et les travailleurs autonomes au Québec devront cotiser au nouveau Régime. La cotisation annuelle maximale sera de 237 \$ fondée sur une rémunération annuelle maximum de 57 000 \$.

- Les cotisations maximales annuelles de l'employeur et de l'employé au Régime de pensions du Canada pour 2006 passeront de 1 861 \$ à 1 910 \$. Le Régime de rentes du Québec subira les mêmes augmentations.

- En ce qui concerne la limite des déductions pour véhicule automobile en 2006 : la limite sur les allocations exonérées d'impôt versées par les employeurs aux employés augmentera de 5 \$ pour atteindre 50 \$ par kilomètre pour les 5 000 premiers kilomètres parcourus, et 44 \$ par kilomètre pour chaque kilomètre supplémentaire (en 2005, ces chiffres étaient respectivement de 45 \$ et de 39 \$). Des montants additionnels s'appliquent aux régions désignées du Nord (Yukon, Nunavut et Territoires du Nord-Ouest).

- Les pertes autres qu'en capital subies au cours des années d'imposition après 2005 pourront être reportées jusqu'à vingt ans.

- Les crédits d'impôt à l'investissement acquis après 2005 pour la recherche et le développement expérimental pourront être reportés jusqu'à vingt ans.

- Les limites des REER continueront à augmenter au rythme précédemment établi. Les limites maximales sont respectivement de 16 500 \$ pour 2005, 18 000 \$ pour 2006, 19 000 \$ pour 2007, 20 000 \$ pour 2008, 21 000 \$ pour 2009 et 22 000 \$ pour 2010. On prévoit actuellement d'indexer la limite maximale pour les années après 2010.

**PARTI CONSERVATEUR :** Voici quelques-unes des propositions figurant au programme électoral du Parti conservateur :

- La TPS sera immédiatement réduite à 6 % et, au cours des quatre prochaines années, baissera à 5 %.

- Le taux d'imposition général des sociétés passera de 21 % à 19 % à partir de 2010.

- Le taux d'imposition des petites entreprises sera réduit de 12 % à 11 % sur une période de cinq ans.

- Le taux d'imposition des petites entreprises s'appliquera à des gains des sociétés de 400 000 \$, soit 100 000 \$ de plus que la limite actuelle.

- L'impôt sur les gains en capital provenant de la vente de biens par des particuliers sera éliminé si le produit de la vente est réinvesti au cours des six mois suivant celle-ci.

- L'impôt sur les gains en capital pour les particuliers sera supprimé si des titres cotés à une bourse de valeurs sont donnés à des œuvres de bienfaisance.

- Toutes les familles recevront une allocation pour garde d'enfants de 1 200 \$ par an pour chaque enfant de moins de six ans. Ce montant sera imposable pour le conjoint ayant le revenu le moins élevé, à partir de 2006.

- Les parents d'enfants de moins de 16 ans qui inscrivent leurs enfants à des programmes favorisant l'éducation physique pourront réclamer un crédit d'impôt fédéral sur des dépenses allant jusqu'à 500 \$ par an et par enfant, pour les frais d'inscription et d'adhésion.

- La première tranche de 10 000 \$ de bourse pour étudiants sera exempte d'impôt. ■

Vous pouvez télécharger la dernière édition du Guide de l'impôt 2005 de l'ACPPU, laquelle version couvre tous les changements proposés pour 2005, à partir de la section des publications du site web de l'ACPPU ([www.acppu.ca/fr/publications/incometax](http://www.acppu.ca/fr/publications/incometax)) ou bien communiquer avec Louise D'Anjou ([danjou@caut.ca](mailto:danjou@caut.ca)) pour commander un exemplaire gratuit du guide.

Le Guide de l'impôt 2005 de l'ACPPU a été établi par Roy Williams, associé principal de Rheaume Williams Kalbfleisch à Ottawa. Bien que l'ACPPU ne puisse payer les consultations fiscales d'ordre particulier et les demandes d'éclaircissements fiscaux, les membres individuels aux prises avec de telles questions peuvent communiquer avec M. Williams au 613-236-4500 ([www.windfall.on.ca](http://www.windfall.on.ca)) et bénéficier des taux privilégiés accordés aux membres de l'ACPPU.